

# LINK

The Enlisted Professional Bulletin  
of the United States Navy  
January-March 2000  
Volume 1/00





## Commander, Navy Personnel Command RADM J. B. Hinkle



Greetings from Millington. This issue of *Link* was designed to serve as a handy reference guide for all Sailors with the hope that they will use it as a blueprint to better their careers. From the latest information on educational opportunities to commissioning programs and rating specific information, you have it all at your fingertips. This issue is a keeper for all supervisors. Please help spread the word.

Putting junior Sailors in the field as recruiters has been paying big dividends, and the Recruiting Command is moving toward a much younger overall force because of that success. For those of you who are up to the challenge, we need shore-duty eligible volunteers, preferably in the E-4 and E-5 paygrades, to help shape the future of Navy. Each volunteer request will be considered on a case-by-case basis, including high-

year tenure waivers and similar issues. When it makes sense to approve a request, we will make every effort to do so. We recently opened up recruiting duty to all Navy ratings; even communities that have traditionally not been allowed to recruit, such as HMs and DTs, are now being offered the opportunity to recruit tomorrow's Sailors. The detailers, in close coordination with the Recruiter Selection Team, will do their best to assign volunteers to the recruiting station of their choice. Recruiting is tough duty, but it is also very rewarding. Some of the incentives for serving as a recruiter include \$375 per month in Special Duty Assignment Pay (SDAP); sea duty credit of up to two years in some locations; and increased advancement opportunities. For more information, please contact the Recruiter Selection Team at DSN 882-9147, Comm (901) 874-9147, or the Recruiting Detailers at DSN 882-3897/3861/3877, Comm (901) 874-3879/3861/3877.

The Navy College Program (NCP), which greatly expands the opportunities for Sailors to pursue college degrees during their Navy careers, is on-line ([www.navycollege.navy.mil](http://www.navycollege.navy.mil)). This program has really revolutionized the way Sailors earn academic credit for military schools and on-the-job work experience. Bottom line is that Sailors who actively participate in programs to further their education do better on the Navy-wide advancement exams. Pages 10-11 in this issue of *Link* contain detailed information on NCP — I urge you to take a step forward and learn more about this fantastic program!

Speaking of web sites, BUPERS Access is now available on the Internet. For information on E4-E6 advancement results; PCS order status; status of your SRB entitlement; to submit your duty preference; and a whole host of other valuable information, type <https://www.bupersaccess.navy.mil> (see pages 17-18 of this issue of *LINK* for more info).

The opportunity to “see the world” just got a lot easier for many Sailors, as several changes aimed at reducing the restrictions in the overseas screening process were recently announced in a Navy-wide message. The changes include new financial criteria that will permit petty officers third class and below to be assigned overseas if their debt-to-income ratio does not exceed 30 percent; petty officers second class and above will now qualify for overseas assignment if they do not have existing, unresolved severe indebtedness. Enlisted evaluation guidelines have also been changed to permit overseas assignments for Sailors who receive a positive recommendation for retention and are at a minimum “progressing” toward advancement. In addition, the Bureau of Medicine and Surgery (BUMED) has released a new “Medical, Dental, and Educational Suitability Screening for Service and Family Members” form that expands authorization to conduct screenings to physician's assistants, nurse practitioners and independent duty corpsmen. This means that the overseas screening process will be completed more quickly — less than 30 days from receipt of overseas orders, giving Sailors and their families more time to plan for a move [NAVADMIN 297/99].

There's lots more on the horizon to make a Navy career attractive, so keep charging and smooth sailing, and we'll fill you in as the year progresses.

  
J. B. Hinkle  
Rear Admiral, U. S. Navy

# LINK

## Volume 1/00

January-March 2000

**Chief of Naval Personnel:** VADM N. R. Ryan, USN  
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*LINK* (ISN 1045-439X) is the enlisted professional bulletin for the United States Navy. Its mission is to provide all Navy enlisted personnel information regarding key policy changes, career management, reassignment trends, and retention matters. This publication is approved for official dissemination of professional information to the Department of Defense community and to appropriate professional-related communities at large. *LINK*'s telephone number is DSN 882-4136, commercial (901) 874-4136; or fax DSN 882-2613, commercial (901) 874-2613. Our E-mail address is: link@persnet.navy.mil

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Cover photo: The commanding officer of the attack submarine *USS City of Corpus Cristi* (SSN 705), along with his navigator and lookout, guides his ship out to the Caribbean Sea from St. Croix in the U.S. Virgin Islands. U.S. Navy photo by JO1 David Rush.

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## ACNP for Distribution

### RADM H. B. Tallent



I'd like to kick off this issue of LINK, the "Career Issue," by talking a little about the Enlisted Distribution Reengineering process and what it will mean to your career in the future. As a part of the Reengineering effort, Navy leaders are engaged in developing "career paths" for all Sailors – similar to the ones we already use for Officer detailing. These career paths will provide Sailors and Detailers with a "road guide" to follow to help ensure enlisted career progression. Right now, your career is pretty much guided only by the sea/shore rotation for your rate and your assignments are dictated by the needs of the Navy with some consideration allowed for your individual desires. There's

really no "formalized" plan for the path your career should take to give you the breadth of experience necessary to ensure a rich, diverse and rewarding career.

By adding a well thought out career path to the assignment equation, we can give all Sailors a fair shot at that rewarding career by giving them a plan to navigate the difficult decisions they will encounter throughout their Naval career. This will help their advancement prospects – and, at the same time, we'll be laying the foundation to ensure that tomorrow's Navy will have the leadership and technical skills it will surely need.

Developing those career paths is going to be a challenge. The paths will vary according to enlisted rating specialty as well as community (surface, aviation, submarine, etc). It's not going to be easy, but it's still something we need to do for the wellbeing of Sailors – and the Navy.

You'll be able to see the progress we're making with developing career paths by checking our Distribution Reengineering Web Site at <http://www.bupers.navy.mil>. You'll also find a place there to submit your own ideas and comments for possible improvements to the enlisted distribution system. We've received hundreds of comments from Sailors in the fleet via this web site and I've read every one of them. Keep in mind that reengineering enlisted distribution is a huge, long term process. The results will not be immediate but in the long run this effort will pay big dividends to you and Navy.

All of the excitement about the system of the future doesn't mean that you can't have a rewarding career right now. There are plenty of opportunities out there. Remember, no matter what system is in place, we'll always have those "hard jobs" out there that somebody will have to take. However, I've found that those difficult or undesirable jobs, in many cases, are the very ones that will do the most for a Sailor's career. My advice to Officer and Enlisted alike would be – "take the hard job, the one no one else wants, and prove you have what it takes to excel in it." You'll be glad you did.

On a different note, during many of my travels to the fleet, I've had a number of Sailors who have approached me expressing their frustration with the detailing system. The main complaint seems that the detailers just aren't saying "YES" enough. Some of the Sailors I've talked with thought they were unfairly told "NO" when they deserved to be told "YES." My advice to those Sailors is that if you feel you are being treated unfairly by your detailer, use the chain of command we have in place here at Pers-4. Have your Command Career Counselor or your Command Master Chief call your Rating Assignment Officer (RAO) and solicit his opinions on your situation. It never hurts to put another "set of eyes" on the issue and if necessary, your Commanding Officer or Executive Officer can call the Assignment Branch Head for another "look." The bottom line is that it is my goal to ensure that on those occasions when Navy Personnel Command cannot honor a Sailor's request we fully explain to that Sailor why we have to say "No."

H. B. Tallent  
Rear Admiral, U. S. Navy

## **Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt**



Shipmates, this publication is dedicated to helping you better understand what is going on in your respective communities and the Navy as a whole. You need look no further than your detailers for the latest changes affecting your rating. They are the subject matter experts, and I assure you, they are here for you.

I touched on the sweeping changes facing our Navy in the last “LINK” edition. We sometimes forget that Sailors providing us different services are enduring the same changes as you in the fleet. I talk with your detailers frequently and am continually motivated and impressed with their dedication to serving their customers – you.

It’s no surprise that taking an assignment as a detailer is extremely career enhancing. Detailers have a direct impact on every Sailor’s life and career in the Navy. They must continually balance the needs and desires of Sailors with the needs of the Navy. Unfortunately, sometimes these aren’t synonymous and the needs of the Navy must take precedence. The myth most shipmates want to believe is that the conflict in interests between a Sailor and the Navy is the norm. In actuality, it should be the exception. There are several things we in the fleet can do to ensure our personal desires marry up with the needs of the Navy.


First and foremost is to make sure we have realistic expectations. To expect to homeport in Atlanta, Ga., or counting on back to back shore tours is setting yourself up for disappointment. We must remember that we’re in the United States Navy, and what we do is forward deploy around the world to carry out America’s interests. Make sure what you’re asking for on your duty preference sheet is realistic with what you’ve done to this point in your career, and what you need to do to continue your career progression.

That brings up another good point. There are far too many Sailors without a duty preference sheet on record to help the detailers help them. That is the first sign to a detailer that you aren’t doing your part to manage your career. Duty preference sheets are the main tool detailers use to try to meet your desires, and in their absence detailers must rely on conversations with individual Sailors. Operational commitments and any other number of obstacles may prevent Sailors from being able to personally talk with their detailers as often as desired. Make sure you use every tool available to you to manage your career – it’s only smart.

Another key part of negotiating your orders is the attitude with which you choose to approach the process. Sailors should view every choice of duty stations as an opportunity. There isn’t a bad duty station in the Navy unless Sailors choose not to take advantage of the opportunities they’re presented with. When you talk with your detailer and you are offered various choices, see the positive aspects in each one of them. Then just decide which duty station offers you the most opportunities for you to attain your personal goals.

Bottom line is the detailers are on your side and want nothing more than to make you and the Navy happy. What you do is incredibly important to our Navy and our country. The very least we can do for you on the front lines is work with you to facilitate your career progression. That is not a guarantee for the exact duty station you want, or a promise that you’ll be happy with the result. The assignment process, like so many other things in life, is how you choose to look at it. Negative aspects will be a part of anything you experience, but there will always be positive aspects also. The choice is yours in how to view it. I assure you, the end result, good or bad from your point of view, is always a product of a detailer giving 100 percent effort to balance your desires and the Navy’s needs.

Finally, thank you for everything you do. It’s vitally important for America’s interests that you do what you’re doing – project America’s force on the tip of the spear. Keep up the great work and I look forward to seeing you about the fleet.

  
**James L. Herdt**  
*Master Chief Petty Officer of the Navy*



**Director, Enlisted Assignments Division**  
**CAPT J. F. Rea**

# People are the “Tools” That Will Shape the Navy of Tomorrow

As we focus to build our Navy population, we need the tools to get the job done. The first tool needed is the Recruiter, followed by the Recruit Division Commander, and then the “A” School Instructor. All of these “tools” are quality Sailors who are interesting in rounding out their careers by serving in disassociated tours. It is proven that Sailors who promote quickly weren’t afraid to “roll up their sleeves” and take the hard jobs.

If you are looking for that extra tool in your toolbox, consider one of these hard jobs. A successful tour in one of these leadership positions provides professionalism not only in your rating, but as an overall Sailor as well, and is a positive step toward enhancing your career.

How often have you looked back through your years in the Navy and noticed that significant changes have occurred in the Navy and many things aren’t the same? You can nod your head up and down, but don’t complain unless you are willing to do something about it. The challenge of making a difference and contributing to our Navy’s future can be met in one of the above tours.

As you finish your sea tour and are ready to roll to shore duty, remember to invest in your future and the future of our Navy. Your contributions are vital and will not be unnoticed! Who knows, you may increase your promotion opportunities and find yourself in a CAREER enhancing position. Please contact your rating detailer for more information!

*CAPT Jerry Rea*  
*Director, Enlisted Assignment Division*  
*PERS-40*

# Contingency Operations

## Stand Out From The Crowd - Volunteer

Here is your opportunity to contribute to real world operations. By volunteering for these operations you employ your expertise and gain additional experience. TAD assignments are 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs and ADSW funding is available for Reservists. Can't go right now? We maintain a database of volunteers for future assignments. Visit our Web Site at [www.bupers.navy.mil/jtad/jtad.html](http://www.bupers.navy.mil/jtad/jtad.html) or contact

PNC(AW) Drew or myself for more information.

Look for code n123c in the Enlisted Community Managers/Technical Advisors section of the LINK directory for telephone numbers and E-mail addresses.



*CDR John Kroft  
CNO N123C*

## TAD Opportunities

BILLET #	TITLE	REQUIREMENTS	DAYS	LOCATION
NW CTFMP00-036	CAOC Controller	IT2, Secret	179	Turkey
SW LO1C/005(766)	OPINTEL Analyst	IS2(Min), 3924, TS-SCI	179	Riyadh
SW R00590	NAV PA Representative	JO1	179	Riyadh
SW R00740	5D/JMCIS OP	IS1-IS3, 3922/3/4	179	Riyadh
JF DEF ALO 029	W-3 TECH	ET2, 1425, TS/SCI	179	Sarajevo
SW R00815	DB MTG Specialist	IS1-IS3, 3924, TS-SCI	179	Riyadh
JF CTF-FA 208	ADP Specialist	IT2, TS/SCI/UNIX	179	Germany
SW R00117	ACOC Liasion	IS2	179	Riyadh
JG AFOR2-029	JWICS Technician	CTM1, TS/SCI	179	Germany
JG AFOR2-030	JWICS Technician	CTM2, TS/SCI	179	Germany
JG AFOR2-054	Admin. NCO	CTA1, NEC 9190	179	Germany
SW R00819	DB MTG Specialist	IT2, NEC 2776/2720	179	Riyadh
NW CTFC6-004	Computer Operator	IT2, Secret	179	Turkey
SW R00800	ADSA	DS1, Secret	179	Riyadh
LS005	Intel Specialist	IS3-ISC	179	Venezuela
JF CTF-FA 110	Contingency Personnel	YN1, TS-SCI	179	Germany
SW R00585	C4 REQ/OPS	IT2	179	Riyadh
SW R00586	Radioman	IT2	179	Riyadh
NW CTF2-025	POL-MIL Analyst	IS1, 3921, TS/SCI	179	Turkey
JF CTF-FA 252	RFI Manager	IS2, TS/SCI	179	Germany
LS006	Intel Specialist	IS3-ISC	179	Venezuela

# Ready for the Recruiting Challenge?

## *Navy Needs Top Sailors for Rewarding Assignments*

In a proactive effort to ensure that the number of Sailors serving as recruiters remains sufficient to support the Navy's accession goal, detailers at Navy Personnel Command are looking for volunteers who would like to help man the Navy of the future.

"We need to maintain our recruiting momentum, and we are primarily looking for E4 and E5 volunteers who are eligible for shore duty," said Rear Admiral Hamlin B. Tallent, Assistant Commander, Navy Personnel Command for Distribution. "It has been clearly demonstrated that this group has the potential to meet or exceed the productivity of some of our best recruiters."

Although FY99 was a very successful year for recruiting as more than 52,300 recruits joined the Navy team, this year presents more challenges, including a higher accession goal.

"We've got to get the right people into the Navy — about 60,000 of them — and that will take

a lot of recruiters," Rear Admiral Tallent emphasized. "There's plenty of exceptional Sailors out there in the Fleet who can step up to the plate and get the job done. We'd like them to call their detailers, if they're eligible for shore duty, and we'll try our best to put them in a recruiting station where they'd like to serve."

Recruiting duty also offers several incentives, such as \$375 special duty pay per month; choice of recruiting assignment location; sea duty credit for many recruiting locations; and meritorious advancement opportunities through E7.

For more information, please contact your detailer; PERS-4010 at DSN 882-3861/3877/3879, Comm (901) 874-3861/3877/3879; or the Recruiter Selection Team at DSN 882-9147, Comm (901) 882-9147.

*LT Ingrid Mueller  
Naval Personnel Command Public Affairs*

## Overseas Screening Requirements Change

As a result of a recent review of the overseas screening process, Navy officials have announced several changes aimed at completing a high quality screening of all Sailors in less than 30 days from receipt of orders to assignment to commands overseas. The changes are designed to resolve readiness issues for overseas units and improve the quality of life for Sailors.

The changes, effective immediately, are announced in

NAVADMIN 297/99 and will be reflected in the next updates to the Officer and Enlisted Transfer Manuals. The January 2000 revisions to Chapter 4 of the Officer and Enlisted Transfer Manuals that address the policy changes are currently available online and may be downloaded from the BUPERS/NAVPERSCOM Web Site at <http://www.bupers.navy.mil/pers451>.

The changes include new financial criteria that will permit petty officers third class and



below to be assigned overseas if their debt-to-income ratio does not exceed 30 percent; petty officers second class and above will now qualify for overseas assignment if they do not have severe, unresolved indebtedness.

*Continued on next page*



# Significant Changes To SRB Program

The Chief of Naval Personnel has announced three significant changes to the Selective Reenlistment Bonus program. The changes, announced in NAVADMIN 271/99, became effective Oct. 1, 1999.

First, the \$30,000 cap on the maximum bonus paid to most Sailors has been removed. The award level is now based on the standard SRB award computation up to the statutory bonus limit, currently \$45,000.

The second change is the addition of an SRB reenlistment option for Sailors not currently in SRB critical skills, and who have insufficient time to complete training for a critical skill prior to the end of their obligated service. If Sailors meet training eligibility requirements, and the member's detailer and community manager

agree, these Sailors may extend their current enlistment up to 48 months, as directed by the detailer, to complete training and then reenlist for SRB.

The third change is for first-term Sailors who may now cancel up to 24 months of non-operative extension of enlistment to immediately reenlist provided they meet certain restrictions.

Current award levels remain as detailed in NAVADMIN 132/99, except for the addition of four more ratings: AD, LN, MA and NC (fleet).

As a pilot program, three TAR skills along with two aircrew specialties were added. These ratings are: AC, ET, IT (formerly RM) and aircrew NECs 8226 and 8252.

The current SRB NAVADMIN is available on the



BUPERS Web Site, at <http://www.bupers.navy.mil>. For further information, contact Navy Personnel Command (PERS-815, the SRB Help Desk) at DSN 882-2526/3216, Comm (901) 874-2526/3216.

*ENS Susan D. Henson,  
BUPERS Public Affairs*

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### Screening Continued

Enlisted evaluation guidelines have also been changed to permit overseas assignments for Sailors who receive a positive recommendation for retention and are at a minimum "progressing" toward advancement.

The responsibility for ensuring a prompt and accurate overseas screening of personnel receiving orders remains with the commanding officer of the transferring command.

In addition, the Bureau of Medicine and Surgery (BUMED) recently released a new "Medical, Dental and Educational Suitability Screening for Service and Family Members" form that expands authorization to conduct screenings to physi-

cian assistants, nurse practitioners and independent duty corpsmen.

Additional details can be found in NAVADMIN 297/99, or by visiting the BUPERS/NAVPERSCOM Web Site at <http://www.persnet.navy.mil/pers451/index.html>. For more information, please contact the Overseas Screening Program Manager, CDR Steve Ruth, at DSN 882-4191, Comm (901) 874-4191, E-mail at [p451@persnet.navy.mil](mailto:p451@persnet.navy.mil); or ITC(SW) Lannie Nagy at DSN 882-4142, Comm (901) 874-4142 or E-mail at [p451c3@persnet.navy.mil](mailto:p451c3@persnet.navy.mil).

*Michael McLellan  
Naval Personnel Command Public Affairs*

# Navy College Program Helps Put Degree Within Sailors' Reach

On October 1, 1999, the Chief of Naval Education and Training (CNET) implemented an enhanced voluntary education program called the Navy College Program (NCP).

Designed to help Sailors to pursue college degrees during their Navy career through classroom learning, Navy training and on-the-job work experience, the Navy College Program brings together under one "umbrella" 11 voluntary education components.

**Navy College Offices** - Formerly known as Navy Campus Education Centers, Navy College Offices form a network of professional education services specialists, technicians and guidance counselors at 59 installations around the

world. Sailors can find out how to earn a college degree, complete their high school education, improve basic academic skills, or work on a technical or occupational certificate. Under the NCP plan, offices will get more personnel and improved facilities, including workstations, and Internet connectivity.

### Navy College Center -

Located aboard Saufley Field in Pensacola, Fla., the center was developed to provide Sailors easy access and "one-stop shopping"

week, 15 hours a day, 0600-2100 CST. They can also E-mail the center at [ncc@smtp.cnet.navy.mil](mailto:ncc@smtp.cnet.navy.mil) with questions and expect a fast reply.

### Credit Recommen-

**dations for Navy training/occupational experience** - As of October 1, the American Council on Education (ACE) has evaluated 89 percent of enlisted initial skills and 36 percent of enlisted follow-on training over 45 hours for recommended college credit. The plan is to have 100 percent of enlisted initial skills and 76 percent of enlisted follow-on training evaluated by September 30, 2000.

### Academic Advice -

The local Navy College Office will continue to be the focal point for academic advice for Sailors. Additional counselors are being added to the Navy




College Office staffs to provide even greater access to educational advisement. Additionally, assistance from Educational Services Officers and Navy Career Counselors, as well as partner educational institutions, is available to all Sailors throughout their careers.

*Continued on next page*

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SOMEONE 000-00-0000

SAILOR/MARINE  
AMERICAN COUNCIL ON EDUCATION  
REGISTRY TRANSCRIPT

\*\*INDIVIDUAL COPY\*\*

Name: SOMEONE  
SSN: 000-00-0000  
Rank: Aviation Support Equipment Technician, First Class

Transcript Sent To:  
SOMEONE

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Military Course Completions

<p>Course: Basic Military Training (Recruit Training)</p> <p>Date Taken: 09-DEC-1985</p> <p>Description: Student receives indoctrination and physical conditioning to prepare for the rigors and unique demands of naval service. Observance of naval customs and traditions is taught in a manner to foster pride in the nation and in patriotic behavior, high standards of conduct, and respect for civilian and military authority.</p> <p>ACE Credit Recommendation: In the lower-division baccalaureate/associate degree category, 1 semester hour in personal fitness/conditioning, 1 in personal/community health, and 2 in first aid and safety (10/79).</p>	<p>ACE Identifier: NV-2202-0014 Military Course ID: X-777-7770</p>
<p>Course: Enlisted Basic Aviation Training (Aviation Fundamentals, Class AP) Naval Air Technical Training Center Millington, TN</p> <p>Date Taken: 11-FEB-1986 To 24-FEB-1986</p> <p>Description: To train personnel in aviation mechanical fundamentals. Self-paced instruction with practical exercises in aviation mechanical fundamentals, including general information, use of hand tools, torquing, safetying aircraft hardware and general mathematics.</p> <p>ACE Credit Recommendation: In the lower-division baccalaureate/associate degree category, 1 semester hour in aircraft fundamentals or maintenance technician (2/81).</p>	<p>ACE Identifier: NV-1704-0157 Military Course ID: C-000-2010</p>

\*\* PRIVACY ACT INFORMATION \*\*

10/05/1999

for information on the Navy College Program and ongoing voluntary education programs. Sailors can access the center's Navy College Program Web Site (<http://www.navycollege.navy.mil>) at anytime, anywhere. Sailors can interface with advisers via a toll-free number (1-877-253-7122, or DSN 922-1828) seven days a

# Career Information

## *Voluntary Education Continued*

**“SMART”** - The Sailor/Marine Corps ACE Registry Transcript (SMART) is now available. It documents recommended credit for military training, Navy ratings and learning experience. It includes information on DANTES tests that a Sailor has taken for college credit (including CLEP tests), and a list of other college courses taken while on active duty. Unofficial copies can be obtained from any Navy College Office or the Navy College Center. Official copies for use by college and universities can be ordered by visiting a Navy College Office or by calling the Navy College Center. Individuals eligible to get a SMART include all active duty Sailors and Marines (enlisted and officer), reserve component personnel and Sailors and Marines separating or retiring after October 1, 1999.

**Rating “Roadmap”** - Rating roadmaps have been developed for every Navy rating, showing ACE recommended credit for Navy training and rating-specific work experience. As enlisted training courses over 45 hours are evaluated, the roadmaps will be updated to indicate credit recommendations. Roadmaps are available on the NCP website.

**Navy College Program for Afloat College Education (NCPACE)** - With this component of the Navy College Program, Sailors can get fully funded

instruction in both undergraduate and graduate courses from regionally accredited colleges and universities. All Sailors need to pay for are their books. Courses aboard ship are taught through computer or video teleconferencing as well as traditional classroom instruction. All undergraduate courses are from institutions with Servicemember's Opportunity College-Navy (SOCNAV) affiliation, so Sailors can transfer credit and complete degrees.

**Navy Partnerships with Educational Institutions** - Using Servicemembers Opportunity Colleges Navy (SOCNAV) as the vehicle, the Navy will form additional partnerships with educational institutions to provide degrees which will accept and apply the maximum number of American Council on Education recommended credits for Naval training and experience. New education partnership agreements will ensure greater transferability of credits to support the mobile enlisted force.

**Navy College Learning Center and Navy College Learning Program** - These are the new names for Academic Skills Learning Centers and the afloat component. They not only provide Sailors instruction in English, reading and math, to help them complete high school and improve their success in college programs, but also preparation for taking tests for college credit by examination and entrance exams such as the SAT and GRE through the DANTES program. By October 2000 the plan is to have 48 centers open and 52 centers open by October 2001. All ships have the Academic Skills Program through the NCPACE Program.

**Tuition Assistance** - One aspect of voluntary education that hasn't changed is the 75 percent (up to \$187.50 per credit hour and \$3,500 per year maximum) the Navy funds for courses needed to complete a degree or certificate.

**Defense Activity for Non-Traditional Education Support (DANTES)** - This activity will continue to provide credit by examination tests and a catalog of schools offering distance learning programs available with tuition assistance.



*CNET Public Affairs*

# New PRT Changes Announced

## *New Instruction Available on the Internet Soon*

Highly anticipated changes to the Navy's Physical Readiness (PRT) Program were announced Monday by the Chief of Naval Personnel (CNP). The changes became effective January 1, 2000 and are contained in OPNAVINST 6110.1F.

Changes announced in NAVADMIN 298/99 include the lifting of the PRT moratorium that has been in place since January 1999. The moratorium expired December 31, 1999. Enlisted Sailors with three or more PRT failures in a four-year period will carry forward their two most recent failures. If an

enlisted Sailor who carries forward two failures does not pass their next PRT they will be separated at EAOS, and lose eligibility for advancement. Three consecutive PRTs must be successfully passed to avoid separation. Members will be allowed to request extensions in six-month increments to attempt successful completion of three consecutive PRTs. The final decision to allow the extensions rest with the member's commanding officer. Officers with three failures in a four-year period will not be promoted and/or augmented.

Another significant change is that the PRT test and body fat standards will be administered to all age groups. Members over the age of 50 who have no documentation of having the PRT in the previous year will be required to obtain medical clearance prior to testing.

CNP is implementing these changes to encourage individual and command commitment to become more physically fit. The anticipated result is a more operationally ready command and a healthier Sailor.

More information regarding the PRT program changes is contained in NAVADMIN 298/99. The new instruction will soon be available on the Bureau of Naval Personnel Web Site at <http://www.bupers.navy.mil/pers601/fitness/>. The program manager, LCDR Neal Carlson, can be reached at DSN 882-4242, Comm (901) 874-4242 or by E-mail at [p601@persnet.navy.mil](mailto:p601@persnet.navy.mil).

*Michael McLellan  
Naval Personnel Command Public Affairs*





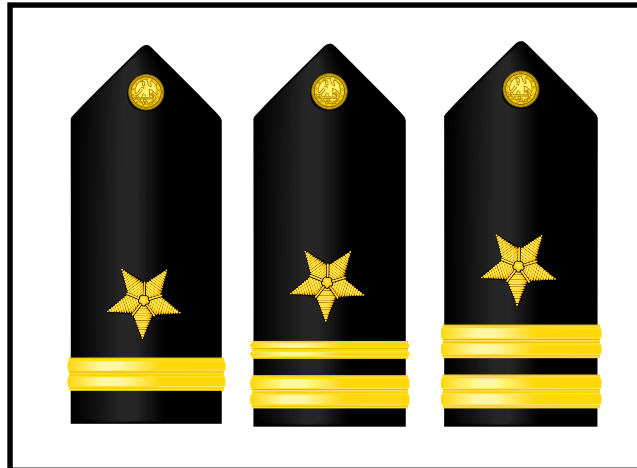
## Career Information

# Seaman to Admiral Offers Fully-Funded Degree and Commission

The Seaman to Admiral Program (STA) provides an outstanding education and commissioning opportunity for qualified and highly motivated enlisted personnel - Regular Navy and Naval Reserve on Active Duty, including Training and Administration of the Reserves (TAR) and Selected Reservists (SELRES) - to complete a Navy-funded undergraduate degree program. Upon graduation with a baccalaureate degree, they will report to Officer Candidate School (OCS) for officer training and commissioning as U.S. Naval

Reserve Ensigns in the Unrestricted Line (URL).

Selectees are provided a maximum of 36 months to complete a baccalaureate degree with benefits that include tuition, mandatory fees, book allowance, uniform allowance and full Navy pay and benefits.



Selectees will attend a Naval Reserve Officer Training Corps (NROTC) affiliated university co-located with one of the three major homeport areas (San Diego, Jacksonville or Norfolk) on permanent change of station (PCS) orders.

Interested personnel must submit their applications to Commander, Navy Personnel Command by 1 July each year for a selection board in early September. Selectees will begin college the fall semester of the following year.

Eligibility requirements and a sample letter of application can be found in the annual NAVADMIN. See your

Command Career Counselor for more information and to register for either the Scholastic Assessment Test (SAT) or American College Test (ACT). You can also find more information on the Seaman to Admiral Program at [http://www.cnet.navy.mil/seaman\\_admiral.html](http://www.cnet.navy.mil/seaman_admiral.html).

## Earn a Bachelor's Degree In Intelligence

The Joint Military Intelligence College (JMIC) continues to offer the best intelligence education in the world. JMIC programs include the newly approved Bachelor of Science in Intelligence (BSI) degree and the Master of Science of Strategic Intelligence (MSSI).

These programs are open to all Navy enlisted personnel who

hold current TS/SCI clearances. Enlisted personnel interested in attending should talk to their detailer or contact me for more information. My phone number is DSN 428-3319/3299 or Comm (202) 231-3319/3299. My fax number is DSN 428-8652 or Comm (202) 231-8652.

*Tom Van Wagner  
JMIC Admissions Officer*

*Lois Martin  
STA Administrator  
DSN: 922-4021, x306  
Comm: (850) 452-4021, x306*

# LDO/CWO: Start Your Package Now



Yes, it is too late to apply for the FY01 LDO/CWO Program. Applications were due on August 1, 1999; however, it is not too late, or too early, to begin seriously thinking about the Limited Duty Officer (LDO) and Chief

Warrant Officer (CWO) Program and how it applies to YOU. First read BUPERSINST 1131.1 (series) and the LDO/CWO Professional Guidebook, NAVPERS 15627.

Current procurement and appointment procedures provide separate paths to LDO and CWO; one from enlisted status, the other from the retention path to LDO and LTJG from CWO. The combined LDO/CWO force is made up of 5,408 men and women, from 63 different designators (skills) of the Aviation, Surface, Submarine, Staff Corps and General Series communities.

Competition is extremely keen for either program. The number ONE criteria for selection and successful service as an LDO or CWO is **“sustained superior performance”** in a **“variety”** of challenging assignments with increasing responsibility and leadership at sea and ashore. Sustained superior performance is performance that always sets you apart and above the pack, and a variety of challenging assignments means you have challenged yourself with numerous “different” type assignments. To stack up against the competition you must be the leader, you must set the proper example and you must set yourself apart from the pack. In today’s Navy, that means starting this path as early as a PO3 or PO2. Your Division Chief, Division Officer and chain of command should be alert to recognize, counsel and encourage outstanding enlisted personnel who possess the potential to excel as a “Mustang,” and their recommendations should be placed in evaluations, even at the PO2 level. Again, it is never too early to groom the future LDO and warrant.

Increased knowledge acquired by on-the-job training, again in a variety of assignments, and specialized training through schools and correspondence courses should be sought by all potential candidates. Many candidates apply repeatedly; unless they demonstrate continued growth in experience and training, they will not be competitive for selection. “Quotas” for individual designators vary from year to year depending

on retirements, changes in authorized billets and other manning considerations. Therefore, a decision to apply (or not) should not be based upon a previous year’s quotas.

Additionally, candidates should continually seek out opportunities to set themselves apart from the pack. Volunteer for various command sponsored events; take on additional collateral duties and earn your warfare pin or other “out of rate” qualifications whenever the opportunity presents itself. Currently, the majority of candidates have two warfare pins. Although college is not required, generally it is a plus. The majority of our candidates have some college credit, and many have degrees. Keep in outstanding physical shape. In addition to being healthy, the picture in your application package is still worth a thousand words. If you are unhappy with your picture, retake it until you are pleased.

When you submit an application, remember that the application is actually a resume, and may well be the most important document you will ever fill out. The format is standardized because selection board members must read hundreds of them, and it is a lot easier if they all follow the same format. This is not the place to get creative. Ensure the document is presented perfectly, in the proper format and that spelling and grammar are correct. Good admin is also part of being an officer, and the Board will take notice. You won’t get extra points for thickness, do not include information that is in your microfiche service record unless required. Also, do everything possible to insure someone from the designator you are applying for sits on your Officer Interview Board. This Board helps evaluate your potential as a career officer, and the officer mix is very important. Finally, wherever possible, ask an LDO or CWO to go over your application with you. Listen to what they say — they have been there.

The future has never looked brighter for the LDO and Warrant. It appears that the Navy manpower picture has settled and is even beginning to grow. Think about it, look over your future, and look in the mirror and be honest with yourself; do you have what it takes to be an LDO or Chief Warrant Officer? If you do, begin serious preparation today.

CDR Jon H. Underwood, USN  
Branch Head, Surface LDO/CWO Assignments  
PERS- 414

# Advancement Handbooks - The Sailor's Tool for the 21<sup>st</sup> Century

Preparing for advancement exams has always been an enormous undertaking for Sailors. Understanding the advancement process, computing final multiples and counting PNA points gets more confusing each time a Sailor sits down to take an advancement exam. But a new product being offered by the Naval Education and Training Professional Development and Technology Center (NETPDTC) at Saufley Field in Pensacola, will help clarify the situation. The new product, the Advancement Handbook, brings back an old name in a new - but greatly improved - format; and it's now available, for most ratings, online.

The Advancement Handbooks of the past simply laid out a rating's requirements for advancement. They were carried by Sailors from duty station to duty station to keep track of their PARs, and were normally maintained in their command's individual training jackets. The Sailors rarely used the Handbooks for anything more than checking on the status of their PARs or verifying time in rate/time in service requirements for advancement. Just the thought of using the Handbooks to prepare for an advancement exam would have brought a chuckle or two.

But that was then.

Now, Sailors accessing the NETPDTC Home Page on the Internet will find a wealth of knowledge about their rating within the covers of their Advancement Handbooks. In addition to breaking down a rating's occupational standards into more layman's terms, the Handbooks actually inform

Sailors how to prepare for their Advancement exams, enhance their rating knowledge and focus on relative study material. Each Handbook also contains an appendix that lists the references used to develop advancement exams, and instructions on how to obtain the reference material.

It's a win-win situation all the way around.

The Handbooks work best when used in conjunction with an exam cycle's Bibliography for Advancement (BIB), which is published on the NETPDTC Web Site six months prior to each Navy-wide exam. Aside from covering all testable rating subject matter, the two products will fully ensure that Sailors are being pointed in the right direction to prepare themselves for advancement.

Nearly all enlisted ratings have advancement handbooks available online now, but in the next few months every rating in the Navy will be represented. These products are available for download in PDF format at <http://www.cnet.navy.mil/netpdtc/nac/.htm>.

If you haven't visited the NETPDTC Home Page recently, you should do so. In fact, you should visit the site a few months prior to each exam cycle to pull down your exam BIB and check on advancement and training news and updates. And while you're there, print yourself a copy of your advancement handbook. You'll be surprised at how this new product will help you prepare for that next pay-grade.

*Naval Education and Training  
Professional Development & Technology Center*

**Comments or questions? *LINK* E-mail address:**

***link@persnet.navy.mil***

# Prepare Now for the Selection Board

The Master Chief, Senior Chief and Chief Petty Officer Selection Boards are just a few months away. Now is the time to prepare your record for the selection board. The initial step every E7 through E9 selection board candidate should do is order their microfiche. As a board eligible candidate, you need to know what your record does and does not contain.

Pertinent information to look for while reviewing your microfiche record includes, but is not limited to: the last five years of evaluations/fitreps (including the most recent periodic or transfer evaluation/fitrep); warfare designation certification; awards; academic/education completion certification; additional qualifications (page 4s) and other correspondence you desire the board to consider. Do not provide copies of your PRT folder, photographs or documents already contained in your microfiche.

If you find errors or missing documents while reviewing your microfiche, submit a correction package to PERS-313 to update your microfiche (Navy Personnel Command, PERS-313, 5720 Integrity Drive, Millington, TN 38055-3130). The importance of candidates reviewing their own microfiche cannot be overemphasized. Due to digitalization of the microfiche records, there may be documents that are no longer readable. If your record contains unreadable documents, that information should be submitted in a package to the selection board.

Correspondence forwarded to the Board should not include information already contained in your microfiche record. Duplicate information slows down the reviewing process by making records cumbersome for board members who must search through the documents for pertinent information.

When preparing a package for submission to the president of the board, ensure to include any-

thing that is not already contained in your microfiche. Check that all of your qualifications, collateral duties, evaluations/fitreps, transcripts and awards are included in either your microfiche record or package to the board. A package is not required for advancement; however, if pertinent information is not included in your official record, corresponding with the board is appropriate.

Candidate correspondence to the President of the E8/9 Selection Boards must be postmarked by January 14, 2000, and May 29, 2000, for the E7 board to be considered. Forward candidate correspondence to: Navy Personnel Command, President FY-01 E9/8 (or E7) Selection Board (Active), PERS-852, 5720 Integrity Drive, Millington, TN 38055-8520.

If a candidate receives an award, evaluation, etc. after the correspondence cut off date, information can be forwarded by the candidate's commanding officer by message up to the convening day of the selection board. No correspondence or messages are accepted after the

board convenes, regardless of the date approved, awarded and/or received.

To receive confirmation of packages received for selection board consideration, eligible candidates can access the Enlisted Advancements (Pers-852) Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil). When a package has been processed, confirmation of receipt will be downloaded once a week to the Web Page. Due to the high volume of correspondence received by the Enlisted Advancements Branch (an average of 15,000 per board) it can take several weeks to process a package.

Remember your record is representing you.

*LTE. F. Zardeskas  
Head, Enlisted Advancements Branch  
PERS-852*

### ***FY01 Active Duty Selection Board dates***

E9: February 22, 2000

E8: March 8, 2000

E7: July 6, 2000



# BUPERS Access Hits the Web

BUPERS Access is now on the Internet at <https://www.bupersaccess.navy.mil>! The new system went on line December 31, and offers users enhanced features along with friendlier display screens. Active, reserve, TAR and DON personnel will be able to access key information from around the globe, around the clock.

The old BUPERS Access Bulletin Board system is nearly 10 years old and is non-Y2K compliant. To ensure the accuracy of data in the new millenium, the PERS-455E team put their backs into a revitalization project to refurbish and enhance this tired old system.

BUPERS Access Internet functions include: **Advancements** - E4-E6 advancement results will be available throughout the year with weekly updates. E7 and above Selection Board results will be provided for via links to other Web Sites. We are working hard to provide weekly updated information for the Selection Boards in the near future.

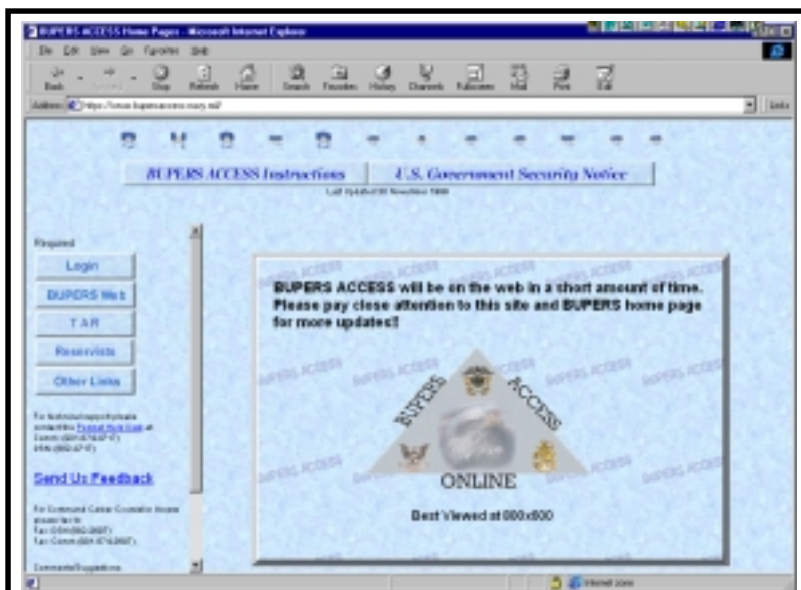
**Order Status** - Command Representatives will be able to see who is detaching and who is under orders to the command. Individual users will know when orders have been written and the Date Time Group (DTG) of their message.

**SRB** - Sailors can view the status of their SRB entitlement.

**Application Status** - View the status of your request to retire, resign, extend and several other requests submitted to BUPERS for approval.

**Duty Preference** - Enter your Duty Preference data online with the security of knowing the information receives the same protection used by major credit card companies. Updates entered Sunday through Thursday will be available to your detailee 48 hours later.

**Other Links** - Will link you to a vast collection of the Navy's most informative Internet Sites



<https://www.bupersaccess.navy.mil>

When accessing the Web Site, type "https://" instead of the usual "http://." Typing "s" ensures connection to a secure site.

providing vital information and assistance across the spectrum of your daily needs.

In the future, we plan to add or enhance BUPERS Access with these features:

**Swap** - A database system that allows personnel to locate and store information for Sailors who want to swap duty with others at no cost to the Navy.

**Order Text** - When you log in and check your orders, we provide the UIC-driven text of your orders to you. You can view, or even print, the information and it will be fresh off the press.

**Duty Preference** - To enhance the Duty Preference system, we are looking into capabilities in storing your latest Duty Preference submission, for every service member, enabling you to modify your previous submission rather than start over.

**Surveys** - Have you ever wanted someone to ask for your opinion on a policy or idea? This will be the arena to publish some great surveys, protect your privacy and make sure the time you spent

*Continued on page 18*

# Career Information

## **BUPERS Access from page 17**

filling out a survey was well spent. The information will go directly to the E-mail of the survey originator or to a collective database to form statistics essential to the next big decision in your career.

Command Representatives (CO, XO, CMC and CCC) will have access to officer and enlisted data for ALL personnel in their UIC. The new example request form for requesting Command Representative access is available for download from the BUPERS Access Web Site. Click on either of the BUPERS Access Instructions buttons to

view/print the request form. The old request form is no longer accepted. The new request form requires additional point-of-contact information, that must be filled out completely, or access will not be provided.

Individual users (Active/TAR) should already be in the BUPERS Access database. You will be required to logon using your SSN (ID) and your date of birth (Password). Make sure you fill out all requested information and change your password!

The BUPERS Access staff is excited and pleased to be bringing these services to you, our customer. Our goal is to provide

you with the up-to-date, accurate information that you need.

If you should develop problems while on the BUPERS Access Web Site, call the PERSNET Help Desk at DSN 882-4717, Comm (901) 874-4717, or E-mail them at [HelpDesk@persnet.navy.mil](mailto:HelpDesk@persnet.navy.mil).

For comments on our service and/or Web Site, please E-mail us at the address provided below or click on the "Send Us Feedback" link on the BUPERS Access Home Page. Happy surfing!

*ITC Charles Rhodes  
BUPERS Access E-team  
[P455ea@persnet.navy.mil](mailto:P455ea@persnet.navy.mil)*

## **Navy Advancement Center On-Line**

If you're interested in advancement, you'll want to add the Navy Advancement Center's Web Site at: <http://www.cnet.navy.mil/netpdtc/nac/neas.htm> to your list of Internet favorites. As shown in the table below, this Web Site offers a wide variety of advancement-related products and information available for viewing or download.

### **PRODUCTS**

- Bibliographies (BIBs)
- Mandatory Course Tables
- PARs
- Catalog of Nonresident Training Courses
- Advancement Handbooks
- TRAMANs and NRTC's
- Errata
- Answer Sheet
- Grading Table
- PQS

### **INFORMATION**

- General Advancement Information
- FMS Computation Chart
- Professional Development
- Personnel Advancement Requirements
- Bibliography for Advancement Study
- Exam Profile Form
- Getting Advanced
- Phone Numbers of Exam Writers
- Frequently Asked Questions (FAQs)
- NEETs

### **INTERACT WITH THE NAVY ADVANCEMENT CENTER**

- Questions, Suggestions or Problems
- Suggest an Advancement Exam Question

# Enlisted Advancements Home Page

As Navywide Examinations and Selection Boards are about to start up, everyone eligible for advancement start to wonder:

- Am I Selection Board eligible?
- Was my package received by the Selection Board?
- Where do I mail my package to the board?
- When is the release date of the results?
- Was I selected?

If you or your command have internet access you can obtain all this information at <http://www.bupers.navy.mil>. Once on the BUPERS Web Page, choose "codes" or "selection board" from the grid on the left side. If you select codes scroll down to Pers-8 and open the Pers-85 Web Page and choose Enlisted Advancements. On this page, select the rank you are inquiring about. The E-4 through E-6 page accesses information regarding the last

three exam cycles. Candidates for E-7 through E-9 can access eligible lists, board membership, sample letters, addresses, and packages received. A Frequently Asked Questions (FAQs) icon is at the top of the E-4 through E-6 page, which will bring up commonly asked questions regarding the advancement system.

Selection Board results are posted 48 hours after adjournment. At the bottom of the page is an E-mail icon to send E-mail directly to the Enlisted Advancements Branch Head. The list of candidate packages will be updated weekly during the selection board cycles.

Any comments or suggestions are always welcomed.

*LTE F. Zardeskas  
Head, Enlisted Advancements Branch  
Pers-852*



# Aviation Mechanical Community Update

### A Career View from a Former "White Hat."

Signing the proverbial "dotted line," when each of us joined the Navy to see the world, was a major commitment and a big step towards our personal and professional growth. That was a long time ago for this "old salt," and the future keeps looking brighter. Although a lot of things have changed, as the geo-political world as we know it continues to evolve, one thing that has never changed is the opportunity for Sailors to excel and achieve their potential.

The 21<sup>st</sup> century is upon us and advanced technology has become integral to our work environment. The Navy has made enormous investments in our infrastructure and our Sailors in order to meet the challenges of tomorrow. You are an important part of this organization, and its success is dependent upon your individual contributions to its mission. It is incumbent upon us to keep pace with this change.

For our Sailors who are just beginning their Navy career, you are probably wondering about your overall worth to this enormous establishment and what you can do to successfully "climb the corporate ladder." It really gets confusing at times when we get assigned to a rather menial job, and I fully understand, having been there myself. Remember that doing the best you can, no matter how challenging or mindless a job might be, will lay the foundation for a better future. Formulate solutions, make your voices heard, support your chain of command, and take advantage of education opportunities available to you.

For our Sailors who are now working towards mid-career, and those wearing khakis, you have made it this far because of your commitment, professionalism and expertise that the Navy cannot do without. Keep up the good work. Our young and motivated Sailors need your mentoring and are eager to become one of you, as leaders.

This profession is indeed a journey. Lay out a plan on where you see yourself three, five or ten

years from now and stick to it. Make sure that higher education and financial stability are parts of that plan. You will be amazed how ten years go by quickly. Navy Core Values, job performance, team work, professionalism, education and vision for the future are few elements that will ensure your success in this organization. Keep a positive outlook, for success is inevitable.

**AMH/AMS Rating Merger.** The merger process has gained "full steam" as this initiative has been given approval to proceed by the CNO and the MCPON. After the merger proposal has been signed by the SECNAV, the Naval Manpower Analysis Center (NAVMAC) will coordinate the Plan of Action and Milestone (POA&M) with the Chief of Naval Operations (N889) and the Chief of Naval Education and Training (CNET) staffs for merger implementation. This will be immediately followed by a NAVADMIN message to announce the merger implementation date (hopefully in FY00). As I have stated in the past, this merger should be seamless as our metalsmiths have been practically working "under one roof" - from "A" and "C" Schools to the Airframes workcenter. Sea/shore rotation for these ratings will be adjusted to accommodate the new rating's billet structure. Advancement opportunity for both ratings has been similar, with small variances, and will continue to improve and stabilize as the Navy achieves steady-state manning.

**Incentive Pay.** The advent of the new Fiscal Year and budget negotiations outcome give way for more funding that results in a better compensation package for the Navy. The 4.8 percent pay increase, pay table reform, "Redux" repeal, Selective Reenlistment Bonus (SRB) and Special Duty Assignment Pay (SDAP) adjustments will address the pay issues and ultimately, quality of life for our Navy families. As the pay increase and pay table reform are across the board improvements, SRB increases are provided for ratings needing retention improve-

*Continued on next page*



# Aviation Technical/Aircrew Careers

Not everyone walks into boot camp thinking they'll make the Navy a career. Many see the Navy as a way to get training, save money for college, or see the world for a few years and then move on. For others, they see the Navy as a path that encompasses all of the above plus a path that will challenge them for the next twenty to thirty years and provide a solid retirement and benefits package. A third group rides the fence. Folks move from one group to another. No matter which group you are in at the moment, make sure you leave yourself the opportunity to continue on the path towards making the Navy a career.

Do your best all the time. Outstanding performance opens new doors in and out of the Navy. Seek out challenging jobs such as overseas sea/shore, leadership

positions at sea, recruiting, school house instructors and fleet replacement squadrons.

If you stay in, superior performance in these tough assignments make a difference in future selection boards. If you leave the Navy, you'll have had valuable experience which will prove to an employer than you can do the job.

Take advantage of every educational opportunity the Navy offers no matter where you are, including PACE, night classes using tuition assistance and advanced training. The Navy's commitment to education is growing and will serve you well as you progress in the Navy as well as in civilian life.

**Great News for Air Traffic Controllers.** DoD and the FAA recently announced the Phoenix Controller 20 program. In a

nutshell, the 31 year age limit will no longer apply to military air traffic controllers who retire from the military with at least 20 years of service. Phoenix Controller 20 is not a guarantee of FAA employment (just like separating when you are 30 years old doesn't mean the FAA will hire you) but it means you can *Stay Navy*, retire and still remain eligible to be hired by the FAA. Give ACCM Gohranson (AC detailer) a call at DSN 882-3666, Comm (901) 874-3666 for details or visit the N132D2 Web Site.

*CDR(Sel) Larry Martin  
Aviation Technical/Aircrew  
Enlisted Community Manager  
OPNAV (N132D2)*

*AZC(AW) Ted Brown  
Aviation Technical/Aircrew  
Assistant Enlisted Community Manager  
OPNAV (N132D2A)*

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### ***Aviation Mechanical Update continued from previous page***

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ments; Zone "A" for the AD, rating and Zones "A" and "B" for the ABE, ABF, AME, AMH, AMS, AO and PR ratings. Manning requirements based on current and long-range (normally beyond the detailing window) projections, tempered by funding levels, will continue to drive the SRB award level determinations on future SRB reviews.

**Focus ratings.** Attention Strikers! The ABE, ABF, AME and PR ratings are welcoming you to become a member of the Naval Aviation Community. Exciting and challenging job environment, great advancement opportunity and attractive retention incentives are a few of the perks these

ratings have to offer. Talk to your Career Counselor about this opportunity and inquire about "A" School availability.

**Advancement opportunity** (E-4) trend as follows:

	Advancement Cycle		
	Sept 99	Mar 99	Sept 98
ABE	100%	100%	92%
ABF	56%	53%	46%
AME	100%	100%	100%
PR	100%	100%	81%.

Please do not hesitate to call or E-mail if you have any questions.

*CDR Rick Sadsad  
Aviation Mechanical Enlisted Community Manager  
N132DI*

## ECMs and Technical Advisors

# Surface Engineering Sea/Shore Rotation

Sea and shore tour lengths are established based on the ratio of sea billets and shore billets for each rate. Rates with numerous shore billets will have shorter sea tours; rates with fewer shore billets will have longer sea tours. In accordance with the Enlisted Transfer Manual, the maximum sea tour is five years and the minimum sea tour is three years.

Rates with a sea/shore rotation (SSR) of 48 months sea and 36 months ashore (48:36) or greater are considered sea intensive. OPNAV N1 has established a working goal of 48:36 sea/shore as the maximum SSR for all career (E5 and above) rates. Many career rates have SSRs greater

than 48:36, and N1 is working to bring these rates in line by transferring general purpose billets (physical security, RDC and recruiting) between shore and sea intensive rates. This is a long process, but most E5 and above rates now have SSRs of 54:36 or less. Many E4 and below rates

still have 60 month sea tours, as there are relatively few shore billets for many junior rates.

Sea/shore tour lengths are updated as needed by NAVADMIN message.

*CDR Gary Grice  
Surface Engineering Community Mgr.  
N132D3/D4*

## Ready For Advancement

Advancement opportunities for all Engineering ratings are on the rise. With the drawdown complete for Engineering ratings, most should meet or exceed Navy advancement averages at all paygrades in the near future.

Your success in advancement depends on you, and that means hitting the books. Create a plan to better prepare yourself for your rating exam. Study with friends and co-workers, and review your bibliography. Remember, evaluations and rigorous duty assignments alone won't advance you to the next higher paygrade. Study study study! I know I will!

Various NEC inventories are low, challenging detailers to get the right Sailor to the right job. This inventory shortage should help you get advanced training in your field, providing your next assignment requires a particular technician or specialist. What you learn at "C" school will also allow you to learn exam material more thoroughly. Check with your detailer to see if you qualify for advanced schooling.

*HT1(SW) Laurence C. Smith  
Special Assistant to the Engineering  
Enlisted Community Manager  
N132D4B*

## Hull/Mechanical/Electric

It's time once again for my transfer back to sea duty, this time to the USS KITTY HAWK (CV 63) in Yokosuka, Japan. As I reflect back on my accomplishments as the Hull, Mechanical & Electrical Technical Advisor, I would like to thank each and every Sailor for their patience and endless cooperation. I have truly enjoyed the assignment and hope that the decisions I made were in fact the correct ones.

I'm turning my desk and duties over to one of the most professional, hardest working Sailors in the Navy today; HTCS(SW/AW) Kathy Hansen,

who reported in January after a very successful tour aboard USS KITTY HAWK (CV 63). A former HT Detailer, she brings a wealth of knowledge and experience to the community management field.

Continue to visit our Web Site - [www.persnet.navy.mil/pers2/N132D3/surfeng.htm](http://www.persnet.navy.mil/pers2/N132D3/surfeng.htm) - for rating information and career planning. We update our briefs monthly, and we continue to solicit inputs on what Sailors want to know about career goals and progression.

*DCCS(SW) Steven M. Hall  
Hull, Mech. & Elec. Technical Advisor  
N132D4A*

# Surface Combat Systems - The Future

Ride the Wave of the Future! As the Navy enters the next millennium, exciting new combat systems and technology await the Sailor of the 21st century. The opportunity to learn new, cutting edge technology has never been better. Regardless of your specialty, our Navy has planned and programmed new ship classes including DD 21, LPD 17 and CVNX with state of the art weapons and supporting systems to guarantee U.S. Navy dominance of the high seas for decades to come.

Along with the advanced shipboard systems planned for next century's Navy, leadership has implemented an extensive financial compensation program including 4.8 percent pay raise, an increase in retirement benefits and incremental raises in Selective Reenlistment Bonuses (SRB) to help Sailors make the right decision to stay Navy.

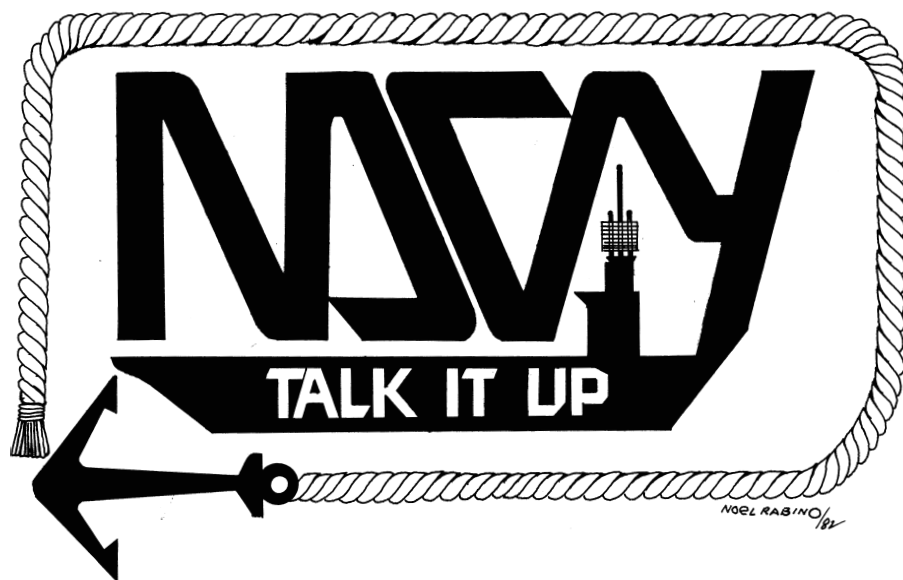
Pay and compensation are only two pieces of the career puzzle. I'm using all the other tools available to ensure Sailors aren't spending too much time at sea, or for that matter, too much time ashore. FCCM Snyder and I are constantly reviewing sea/shore rotation, SRB levels and advancement opportunity as well as retention statistics to guaran-

tee Sailors in Surface Combat Systems ratings are treated equitably and have every opportunity to advance. In addition, we scrutinize all rating conversion packages to make sure individuals entering into Surface Combat Systems ratings meet all eligibility requirements.

The major theme in the review process is to ensure all the right programs are in place to retain our very best Sailors. The right mix of financial compensation and challenging assignments coupled with the prospect of working with new and emerging technology will make the decision to stay Navy an easier one. Remember, before you think about another line of work outside the Navy, take the time to evaluate the career you already have.

Today's Navy is the best in the world, and tomorrow's surface force will be even better. Be a part of it. Make the Navy your career of choice.

*CDR Chuck Neary  
Surface Combat Systems Ratings  
Enlisted Community Manager  
DCNO  
N132D5*



**Command  
Moved or  
Changed  
Address?**

*Fill out the  
form on page 3  
to ensure you  
continue to  
receive LINK.*

## ECMs and Technical Advisors

# Surface Ops - BM/OS/QM/IT/SM

As we enter the 21<sup>st</sup> century, I want to mention a few items that I think will help all of you advance your career as far as possible in today's Surface Navy. Exciting new challenges await each of you, whether it be in exciting new navigation and deck gear, new Information Systems and Digital Communications systems or state-of-the-art combat tactical war-fighting systems. Today's surface combatants are the most capable naval vessels ever, and we enjoy a tactical advantage, the likes of which has never been seen before, over all possible adversaries. All of these advantages can be lost if you, the American Sailors, aren't prepared to operate the systems associated with them. The opportunity to learn new, cutting edge technology has never been better. Continued outstanding performance afloat is the key to gaining the valuable experience required to operate tomorrow's Surface Warfare systems.

Along with the advanced shipboard systems planned for the next century's Navy, our leadership has implemented the largest compensation package enacted in more than 20 years. This includes a 4.8 percent pay raise, incremental raises in Selective Reenlistment Bonuses (SRB) and repeal of the REDUX retirement plan. Additionally, a targeted pay table reform move to put more money in the hands of Sailors that have worked the hardest and advanced with/ ahead of their peers will take effect later this year. Special Duty Assignment Pays (SDAPs) remain in place for those of you in especially trying and arduous billets.

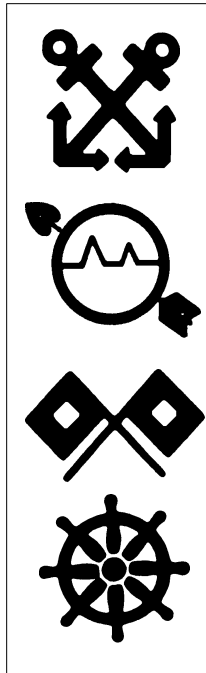
ITCM(SW) Hailes and I remain committed to ensuring the remainder of your career planning tools are ready for you when you opt to use them. Conversions, retirements, NEC awards, accessions and advancements are just some of these tools. Our number one priority is to work with your detailers and the Type Commanders to ensure each and every fleet unit has the best trained personnel onboard, when they are supposed to get them. We look closely at the afloat and ashore billet fills to ensure you are spending the right amount of time at sea, and also reviewing those shore billets that will help you help the Navy while also allowing you to "recharge your batteries" ashore.

We work closely with CNET and the warfare sponsors to ensure you have the very best training possible to help prepare you for your next advancement exam or promotion board. In addition, we scrutinize all rating conversion packages to make sure individuals entering into Surface Operations ratings meet every requirement, and that those of you looking elsewhere in the Navy are making the best choices for you, the command and the Navy.

Each of you should work on doing those things that been successful in getting you where you are in your careers. Also take time to look into the future - where do you (and your family?) want to be in 5, 10, 15, 20 years? What type of plans do you need to start making now to ensure you reach those future goals? Talk to your chain of command, read *LINK*, *All Hands*, *Surface Warfare*, surf the BUPERS Web Pages and other information sources to help you make informed decisions. Call or E-mail your detailers well in advance of your PRD to keep him/her informed of your desires. Call us anytime to see if the decisions you're making are the right ones for you and the Navy.

Today's Surface Navy is the best the world has ever known, and tomorrow's promises to be even better! Don't miss out on the opportunity to be an integral part of this exciting and rewarding career! Make the Surface Navy your career of choice!

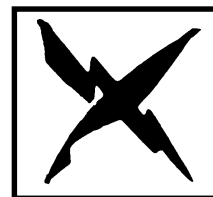
*LCDR Scott Chapman  
Surface Operations Ratings & GENDETs  
Enlisted Community Manager  
Deputy CNO (M & P)  
N132D6*



**Set Your Career Apart!**  
*Check out TAD opportunities  
for your rating on page 7.*



# CTA - A Career of Choice



Congratulations to all of the recent advancement selectees. Whether this promotion was a long-term or short-term goal, it's again time to evaluate your future plans and establish some new goals.

Managing your career requires constant monitoring to ensure that you remain on the right track. When faced with difficult choices, use the years of experience of your chain of command to reach your goals and make things happen. Generally, making personal sacrifices to take on tough assignments such as unaccompanied tours, sea duty and recruiting (to name just a few) can have a positive impact on your career. The key is maintaining superior performance while serving in a variety of billets. Seize every opportunity that presents itself; professional and personal growth is part of the "adventure"!

You may have heard rumors that the SSO School (NEC 9190) is being restructured. I can confirm that fact. As a result of a working group last August, a plan was developed to bring a re-formatted school on-line tentatively this July. Staff personnel of DIA and NMITC

Dam Neck have been working diligently to develop a comprehensive on-line course that meets training objectives and allows

greater student participation. Awarding of the 9190 NEC will be slightly modified to ensure experience is attained within an SSO office environment.

The next CTA Cryptologic Intelligence Training Requirements Review (CRITRR) is scheduled for July also. We will be discussing all aspects of CTA training, so I highly encourage you to provide input through your chain of command. Additional information regarding training is provided regularly by COMNAVSECGRU (N7) via the Training Information Bulletin.

As always, feel free to contact me with any questions, comments or concerns that you may have. The best part of my day is talking with Sailors! Until next time...

*CTACS(SW) B.J. Devlin  
CTA Technical Advisor  
N132D8A*

# CTO - What Your Future Holds

Congratulations to those of you sporting new crow's! Great job! Advancement numbers are good for our rating, and should remain so. If you didn't make it this time, keep charging, complete in-rate requirements and study that bibliography! Your turn is next.

I want to discuss our future as CTOs in this issue. You've heard it here before that we are seriously considering a merger with CTMs. To that end, we have moved one step closer. Commander, Naval Security Group, has approved going ahead with merger plans. The resulting rating will be called "CTN" (networks) and will be comprised of a combination of CTO and CTM personnel. This rating is a direct result of current, planned and projected billet requirements in Information Technology.

Of course, now the real work begins for myself, CTMC(SW) Scheid (CTM TECHAD) and the folks at COMNAVSECGRU. Over the next several months, we will be developing a merger plan. This plan is necessary to forward up our chain-of-command that covers all facets of the proposed merger. Once approved by the Secretary

of the Navy, the plan will be executed. When done correctly, the merger will have minimum impact on you. In fact, it should open up new career opportunities for you. Our billet base is projected to grow, and most certainly will, post merger.

So, what should you do to prepare for this? Get vested in Information Technology (IT) as much as possible. One additional note, as a result of a fleet SCI communications requirement review I recently attended, our old TACINTEL (now FICCS) course will transition to Information System Administrator (ISA/2735) by 2002. The billets will transition in conjunction with SI-ADNS installs on fleet units. In other words, you will be required to have IT skills when you go to sea. As always, our future as cryptologic communicators, especially in IT, is extremely bright! As I learn more, I'll keep you apprised. Keep up the outstanding work!

*CTOCM(AW/NAC) Steve Jewell  
CTO Technical Advisor  
N132D8D*

# CTI Working Group Recommendations

Late last year Commander Naval Security Group, in coordination with the CT Enlisted community manager, chartered a working group to look at the CTI community and what could be done to effect positive changes within the rating. The group has now met twice and has briefed Admiral Whiton and the Cryptologic Leadership Conference on the proposed actions. I would like to thank everyone that participated in this very necessary evolution, and I firmly believe that the actions proposed by the group will lead to positive changes for the CTI rating in the near future.

**Use CTI's to fill language billets and to do language jobs.** Many respondents to the rating survey conducted in the summer of 1999 stated that they had not used their language on the job in 60 days or more. The group identified this as a major contributor to job dissatisfaction, and recommended that a claimancy wide billet review be conducted to identify CTI billets that did not require a CTI to perform the function.

**Establish a career path with training milestones along the way.** The group recommended that a CTI career path be formalized including language refresher and enhancement training evolutions as well as cryptologic skills training. This I think is the most significant recommendation to come out of the working group. CTI career assignments have for too long depended on being in the right place at the right time. If approved and adhered to, we can expect that new CTIs will be assigned DIRSUP duties in traditional DIRSUP and flight positions for the first tour. Those that choose to stay Navy will receive training prior to their second tour. Second tours will be at RSOCS, followed by training and a third tour as an instructor at an RSOC or in a special duty assignment. By the time most CTIs reach the PO1 and CPO ranks, they will be given the opportunity to earn an advanced CTI NEC, which would qualify them to man the more demanding and challenging positions at the RSOCs and field sites.

### **Eliminate the DLPT as a AIR requirement.**

The CTI community is currently at about 85 percent DLPT 2/2 or better. This is a significant increase from the 55 percent 2/2 proficiency if FY95. Establishing DLPT achievement as an AIR requirement has certainly had an impact on proficiency, but it is not the sole factor. In FY95 there was little to no money for language training once we established the requirement. When we were able to get money to train, it had a big impact on increased proficiency. As long as the training stays in place, we should expect proficiency to continue to increase, or at least to not decrease. The group proposed that the DLPT be removed as an annual requirement and established as a PAR for each rate up to CTICS. CNSG N71 is currently researching other alternatives to the DLPT.

**The CTI rating is currently manned at 82 percent.** This unfortunately is the highest manning level in the last three years. In order for any of these recommendations to bear fruit, the community is going to have to get much healthier. I set a goal of 85 percent when I got to this job two years ago. I've since adjusted that goal to 90 percent. I think we can get there in the next couple of years if the leadership of the community continues to take the positive actions necessary to improve the situation. Some of the other things going on are:

**FLPP increase in April 00** – FLPP will probably increase to a maximum of \$300.00 in FY 00. We're still working out how we are going to pay it, but you can be assured that DLPT 2/2 will not be enough. Current proposal is to pay beginning at the 2/2+, 2+/2 level and increase incrementally as proficiency increases. 2/2+, 2+/2 can expect to be paid \$125.00 with 2+/2+ getting \$150.00 and so on. CTIs with one language will max out at the \$200.00 unless they are NSA certified in their primary language, in which case they will be eligible for \$300.00 monthly. CTIs with two or more languages

*Continued on next page*

# Opportunities for CTM Community

As Master Chief Pardun departs CNO N132 to pursue opportunities in the civilian community, I believe he deserves a great deal of thanks for his contributions. His insight and teamwork had a significant positive effect on our community.

As we all know, the nature of maintenance and communications experienced significant changes in the last few years, and the rate of change will accelerate in the future. As a result, the area of commonality between the CTM and CTO communities continues to grow. CNSG N7 has received the green light to explore a possible CTM/CTO rating merger.

Component level maintenance is increasingly rare. The proliferation of ADP components and network based systems demands that our personnel be prepared to install, configure, administrate and troubleshoot a wide variety of hardware and software. I believe we (CTM and CTO) will evolve into a technician capable of performing operations, maintenance and troubleshooting future systems. It will not be easy, and will require education beyond what service schools can provide to stay current. Some of you are demonstrating this now by achieving commercial qualifications (i.e. MCSE, A+, CNE, etc.).

I intend to keep you apprised of the status of the issues facing us. I'll do this by posting information, as I get it, on my Web

Site. There are two easy ways to get to the CTM rating community management page. One method is through the main Web Page menu. Simply go to <http://www.bupers.navy.mil>, and then select "Services" from the main menu. Select "Enlisted Policy Updates and Community Information" from the list of services that comes up. This will take you directly to the N132 Home Page, where you'll select the CTM rating from the list of ratings. If

***Commonality  
between the CTM and  
CTO communities  
continues to grow.***

### ***CTI continued from previous page***

will be eligible for \$300.00 if they are at least 3/3 in the primary language and 2/2 in another. Expect the new instruction early this year.

**Conversion update** – we continue to accept conversions to CTI from other ratings. So far the response to our conversions has been excellent. Many of them are now out in the field performing duties alongside longtime CTIs. Continue to get the word out. Continue to work with conversions to make them part of the

you find this procedure difficult, go directly to: <http://www.bupers.navy.mil/codes/pers2/p22news.htm>, then select the CTM rating. If you do not have access to the Internet, or have difficulty viewing the information, contact your career counselor for assistance.

The Internet is an excellent method of disseminating useful career information. I recommend you use the resources that are available when doing career planning. If there is something that you would like to see on-line, contact me at [N132D8C@bupers.navy.mil](mailto:N132D8C@bupers.navy.mil), or DSN 225-3391, Comm (703) 695-3391.

*CTMCM(SW) David W. Scheid  
CTM Technical Advisor  
N132D8C*

CTI community. They are playing a major role in improving manning for the rating.

I hope that the actions that have been recommended are what you think we need. Remember most of these are only recommendations and plans, they still have to be approved before they can become reality. Keep the ideas coming, and thanks for your patience. It takes time, but we are making progress.

*CTICM Harris  
CTI Technical Advisor  
N132D8B*

# CTR - Start Now to Advance Tomorrow

Congratulations to the recently promoted petty officers. For the CTR community, promotions look good for the foreseeable future. A question I'm often asked is, "What do I have to do to get promoted?" The answer is simple, but the application is sometimes difficult.

Promotions in the Navy are vacancy driven. That's why the quotas vary from cycle to cycle. The number of billets, of any given paygrade, is driven by requirements, which have been levied by a warfare community sponsor. Within the CTR community, the majority of requirements come from CNSG. The requirement number is then compared to the number of personnel in the inventory. The gap between the two will normally be the quota. This is an over simplification; however, it gives you a basic understanding of how the quota is obtained.

Promotions up to paygrade E-6 are influenced on your ability to do your job (evaluations), time in service, awards and the test. The most important factor that carries more weight than anything else is the test. If you do poorly on the test, your odds of promotion will be low. Cram sessions prior to the exam normally don't work for our advancement exams. The more time

you spend studying, the better your chance to promote.

Promotions above E-6 are reflections of individual accomplishments. Boards look at the total person, what have you done, how well did you do it and the outcome of what you did. It all comes down to being the best you can be, at



whatever task or endeavors you embark. This equates to the famous Navy slogan, "sustained superior performance."

The proverbial "well rounded Sailor," is one that starts early in his/her career.

Preparation is the key to success. Start early and keep at it. When arriving at a new duty station you should have short-term and long-term goals. All short-term goals should be the same...get qualified at your job. Your long-term goal will depend on what you want to achieve. You could pursue education, an associate's, bachelor's or even a master's degree. If you're on sea

duty, work at attaining whatever warfare device(s) you can.

Along the way, get out from behind the "Green Door" and become part of the Command and community. Collateral duties are good, they help give you insight, and in some cases, provide leadership challenges. By the time you're eligible to go up for Chief or beyond, you'll have gleaned the knowledge and experience necessary to do the job.

That is what a promotion board is looking for. The question is what are you doing to prepare yourself for that board?

This will be my last article as I have a January 7

retirement date. My

relief, CTRCS(SW) Bob Ouellette is an experienced CTR who has worked in a majority of the CTR job fields. I ask you give him the same support and guidance you've given me.

*CTRCM(SW/AW) Leroy Woodcock  
CTR Technical Advisor  
N132D8E*

# CTT - Merger and Training Updates

As a CTT we have a unique situation to go to a variety of duty stations. The question we all ask ourselves has to do with, "where do I go from here?"

As the TECHAD, I continue to look at who gets promoted and their background (what billets they've had). The majority of these Sailors complete tours in DIRSUP and instructor duty at some time in their careers. But there are also those who have gone to the less sought after jobs and have done very well. It has always been a belief of mine that there is no such thing as a career ending tour. You get out of a tour what you put into it. If you want to just get by, then you can almost guarantee that you won't get much out of it.

Within the first six years of your career, you should look at doing some type of direct support, and then directing your attention into either TECHELINT or OPELINT. With Classic Wizard going away and the follow-on system coming on-line, both of these disciplines will be used. There will be no unique NEC for this system. All of our billets are coded as 9141 or 9102 NECs. With the development of a new Advance TECHELINT school (EA-380), the opportunities for those going into TECHELINT will be expanding and become even more challenging. That also goes for the new National OPELINT course.



As a side note, for those of you with Classic Wizard NECs, you need to be looking at trying to get a "C" school or qualifying for a new NEC. Eventually, those NECs will be changed to 0000 and the majority of billets that are retained in the Classic Wizard program will be converted to 9102. You will not automatically gain that NEC if you are in one of those billets. You must attend the school or request the NEC through your command. I will see all requests, and unless I am satisfied that you have gained the knowledge that you would have received in the OPELINT course, I will disapprove the request.

Don't forget to check out the CTT Home Page link on the BUPERS Home Page. I continue to try and update on a quarterly schedule. Go to the NPC (BUPERS) Home Page at <http://www.bupers.navy.mil>. Then select "Enl Community Mgt," and select CTT in the rating area.

**Proposed CTT/EW Merger Update.** Hopefully by the time you read this, the rating merger will have been signed by SECNAV for final approval. The actual rating change from EW to CTT will not take place until FY04. For the latest on the merger, keep an eye on the Home Page.

*CTTCM(NAC) R. J. Hinkle  
CTT Technical Advisor  
N132D8F*

## HM/DT - Careers Wide Open

Just in case you did not know; the drawdown is over. In fact, the HM/DT communities are projected to increase slightly in the upcoming years. This means career opportunities, especially for second term re-enlistments, are outstanding.

"Why should I make the Navy a career?" you ask. Consider the following: The largest **pay raise** in recent history has occurred with future substantial pay raises proposed for the upcoming years. Improved **retirement** benefits, now 50 percent, with the elimination of REDUX

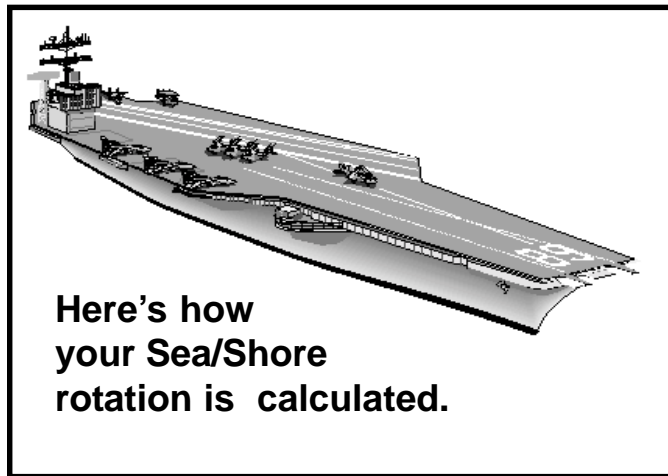
(40 percent retirement at 20 years). Generous **Selected Reenlistment Bonuses (SRB)**, including over \$7.8 million given to 30 HM/DT NECs. Excellent **"C" School opportunities** for over 40 advanced medical/dental fields.

Take advantage of all these great opportunities - Make the Navy your career! See your Command Career Counselor to get started.

*CAPT K. K. Senn  
HM/DT Enlisted Community Manager  
N132D13*



# EW - Sea/Shore Rotation Formulas



Changing the EW sea/shore rotation was one of the more difficult decisions I have had to make in this job. I realize that small changes in our rotations have a big impact on quality of life and retention. The other side of the equation is that most EW billets/requirements are located aboard ships. The only way our rating maintains any kind of reasonable sea/shore rotation is by utilizing general duty/special program billets such as physical security, recruiting and 3M coordinator (a.k.a. "FAC-G" billets). I will explain why I made the recommendations that I did.

The goal of seagoing ratings is to maintain the correct spread of billets to keep sea duty rotations at or below 48 months from E5 through E9. As mentioned earlier, fleet requirements have a major influence on the actual rotation. Because our watch standing skills can only be fully realized via experience at sea, a longer sea tour is necessary for our EWSR through EW3 Sailors.

The formula I use for analyzing and setting sea/shore rotations is fairly straight forward. The first step involves validating all EW billets and classifying them as either sea or shore. Neutral duty billets have a small effect on our rating because we have so few. Secondly, I divide a specific paygrade's sea billets by its shore billets (E.G. 300 EW2 sea billets/ 215 EW2 shore billets = 1.395).

The third step is to multiply this number by 36. The number 36 is used because that is the standard shore tour for E5 through E9 Sailors in sea going ratings. Using the formula above, the result of this example is a 50/36 month sea tour recommendation.

After the math is complete, a human factor is applied to the equation. Utilizing actual EW3 billet data, the formula above resulted in an 1105/36 recommended sea/shore rotation. Obviously we would have a hard time retaining EW3s if we kept them at sea for 1000 months straight. The high watermark for sea rotations is generally 60 months. I will continue to make every effort to keep all of our sea rotations less than the maximum. Common rotations for sea going ratings are 60/36, 54/36, 48/36, 42/36 and 36/36. Adjustments can be made in 3 month increments; however, using the 50/36 example in the previous paragraph, I would probably recommend a 48/36 sea/shore rotation.

As of the January print date of this article, the new sea/shore message should be in affect. Keep in mind that sea tour increases will not affect those of you already in the PRD window at the time the message was released. Additionally, if your sea rotation was reduced as a result of the message, you will not automatically be moved into the PRD window. For those of you currently on sea duty, your PRD will be adjusted on a pro-rated basis.

For additional information, please feel free to contact me at DSN 225-3051, Comm (703) 695-3051, E-mail at [132D8G@bupers.navy.mil](mailto:132D8G@bupers.navy.mil), or visit our Web Site at <http://www.bupers.navy.mil> by selecting the "Community Managers" option on the left side of the initial screen. Your comments are welcomed as always.

*EWCS(SW) Marc Estes  
EW Technical Advisor  
N132D8G*



# TAR Critical Rating Openings

The TAR program was established following WWII in conjunction with public law requiring active duty oversight of the Naval Reserve. TAR Sailors are active duty personnel that train and administer Selected Reservists. TARs train and administer both ashore and afloat. Personnel in the TAR program have a full 20-year or more career path. Training of the Selected Reserve is accomplished both afloat and ashore in surface and aviation platforms. Type II sea duty includes aircraft squadrons, frigates, LSTs, minewarfare vessels and USS INCHON. Shore duty, including the heartland, is conducted at reserve centers and air facilities across the country. Duty stations are located in every state of the country (including Alaska and Hawaii) and Puerto Rico.

**TAR Conversion.** The TAR community offers many opportunities to continue your Naval career. Those interested in conversion to the TAR program should check the NPC Web Site for more information at (<http://www.bupers.navy.mil/codes/pers2/p22news.htm>) and click on TAR

aviation or surface. In addition, Chapter 22 of the Enlisted Transfer Manual contains specific procedures for submitting your application. Applicants are processed by PERS-913 in Millington. Questions related to the submission or tracking of an application should be directed to PN3 McWaters or YNCM Johnson (DSN 882-4509/4503, Comm (901) 874-4509/4503). Please feel free to contact us with any questions related to manning or advancement opportunities in specific rates, or if you experience any difficulties with your package. Those with critical rates or NECs (as defined later in this article) are specifically encouraged to call us when submitting an application so that we can assist you in tracking your package. Whatever your decision, we wish you the best of luck in your Navy Career!

**Selective Reenlistment Bonus (SRB).** ALNAV 271-99 announced SRB eligibility for select TAR ratings and NECs. This is the first time SRB had been available for TARs. Targeted rates are AC, ET, IT (formerly RM) and NECs 8226 (Airborne

Mine Countermeasures) and 8252 (C-130 Flight Engineers). Award levels are announced in the ALNAV message.

**Aviation Critical Ratings and NECs.** The AC rating is the only TAR aviation rating considered critical at this time. There is also a critical need for the following NECs: 8215, 8226, 8250, 8251, 8252 and 8289. Aircrewmembers are strongly encouraged to apply. Specific manning information with regard to rates, NECs and paygrades is available by contacting the surface or aviation ECM.

**Surface Critical Rates and NECs.** The following surface ratings are highly encouraged to convert to TAR: ET1-ET3, IT2-3, HM2 (IDC candidates), HT2, DK1 and SK2-3. Other ratings/paygrades will be considered on a case by case basis.

*CDR Richey  
TAR Aviation Enlisted Community  
Manager  
N132D11*

*CDR Barry  
TAR Surface Enlisted Community  
Manager  
N132D12*

**LINK is printed at the rate of one copy for every five Sailors. Please read it and pass it on!**

# Seabee Career Path Management

Hello Seabees, I'm EACS(SCW) Mark Nelson. I relieved EACS(SCW) Herman Lux, who retired last August. My major responsibilities include: Seabee Career Path Management; SRB; Advancement Calculation; Sea Shore Rotation; "A" and "C" School planning and NEC management. The theme for this *LINK* is Career Planning. Many have heard and seen this before, but it's a good review. To our new Bees, plan well and reap the benefits. Have a great Seabee day.

**Career Planning.** Evaluate your career often for success. What is often? For some people, every 3-6 months, but the average is every year. My advice, avoid waiting until the end of your tour to review your position.

**Sea/Shore Rotation and Diversity.** Balancing your sea/shore and accepting challenging duty assignments will enhance your career. Diversity may include a change of location; sometimes on short notice. Either way, it takes a lot of extra planning. The Internet is a great source for information on moving and your new location.

It's a great time to take advantage of the SRB.

**Education.** Continuing your education will help you get promoted. I can say from experience, "It's not easy, but well worth the effort." Navy and rate training is most important. This gives you the competitive edge for advancement, and increase the odds for that higher position in the civilian community after leaving the Navy. College programs are available for all situations, take advantage. Education is a life long learning experience.

**Seabee Combat Warfare (SCW).** Getting your pin is definitely a career advantage. If you don't have one, accepting orders to a qualifying command is the first step. New requirements and

training programs make it less tasking. The program is still challenging and requires exceptional skill in the field and a broad knowledge of Seabee life.

Those who have the pin, you can help your career by keeping our community strong, get involved, and train those who don't have a pin. This will also keep you current on the program.

**Technology.** The way we manage our information has drastically changed over the last couple of years. Expect changes with the fast paced technology of today and for what's planned for the future. The biggest changes will be new software programs for local area networks and information via the

Internet. Keep current on the issues. There are plenty of resources; magazines, books, and the Internet, just to name a few. Your ideas are always welcome. Finding new ways to improve on something we do will save us time and money. If you don't keep up, you'll be left behind in a cloud of dust.

**Separating.** Everyday we receive calls from MEPS, asking for approval on NAVETS to come back in. Fifty percent

were out less than one year. They wanted to come back because the job they held, or market availability, didn't live up to their expectation or couldn't compare to Navy benefits. We have allowed a very limited number to return on a case- by-case basis. Those permitted to come back are going to sea with no exception to rank, rate or last duty. I highly recommend extensive research before leaving. Be open minded and realistic when weighing out the differences.



*EACS(SCW) Mark Nelson  
Assistant Seabee Community Manager  
N132D16A*

# Intelligence Specialist Career Path

The Intelligence Specialist career path is one of extreme diversity. Over a twenty-year career as an Intelligence Specialist you will have the opportunity for constant and exciting challenges. These challenges are not only afloat and ashore in the continental United States, but range to duties in geographical areas such as Asia and Europe. I am currently serving in my eighth duty station in just over 16 years and every tour has been a positive and exciting experience. The following paragraphs are a general overview of what you as an Intelligence Specialist can expect throughout your career.

Following completion of "A" school you will most likely be assigned to an aircraft carrier, large deck amphibious ship/flag ship, a carrier air wing squadron such as VA, VF, VFA, VS or VAQ squadron. Alternatively, you may go to shore duty. Approximately 20% of "A" school graduates will be ordered to a major shore command such as JICPAC Pearl Harbor, Hawaii; JAC Molesworth, England; or AIC, Norfolk, Virginia.

After completion of your first tour you will face the choice that all Sailors and their families have to make. If you are rolling from sea duty to shore you could go to JICPAC, JAC or AIC. The Defense Attaché System and a tour overseas may be to your liking. You may be eligible for the Under Graduate Intelligence Program. If you're coming off shore duty you need to consider a major sea command such as an aircraft carrier or large deck amphibious ship. Keep in mind that leadership positions at sea or shore are challenges that you now have a chance to experience at this point in

your professional development. You may also receive some specialized training before assignment to your next command. This could be an Intelligence "C" school or in the near future the IS Journeyman course.

For most sailors the third tour of duty can be the most critical. If you've done well and advanced you need to start thinking about making Chief. With this in mind leadership is must. Look at Leading Petty Officer (LPO) billets at sea or shore. If you are a Chief take an afloat LCPO position. If there are no available LPO billets consider the challenges of independent duty, for instance a 3905 tour, the Defense Attaché System or recruiting duty. Duty at a staff can also be a plus for advancement.

The options you have for your fourth and fifth tour options can mirror your third tour options; however, you may now be eligible for the Senior Enlisted Academy, the Under Graduate Intelligence Program or a major leadership position at a major shore command or numbered fleet.

Don't hesitate to discuss your options with your LPO or LCPO. Remember when applying for orders through JASS, the detailer will always try to keep your interest at heart but he must also keep the interest of the United States Navy as priority one.

In closing, you need to keep in mind that advancement depends on a lot of issues; however, leadership at sea has been and will always be the most important.

*ISCS(SW) Thomas Boynan  
IS Assistant Technical Advisor  
N132D17C*

**Thinking of a commission?  
Read all about the LDO/CWO  
programs on page 14.**



# Nuclear Field Community Update

I'm CDR David S. Ratte, the Nuclear Enlisted Program and Community Manager (ECM). We are now well into FY00, and by this issue's publishing, struggling with the winter Y2K bug that may have left some of us under the weather. If we in the Department of Defense (DoD) all did our jobs correctly, the effects should be minor and we are all up and running. Part of being up and running, from a Nuclear Field Program perspective, is adequately filling our accessions for the next fiscal year. We do that by placing new enlistment contracts into the Delayed Entry Pool (DEP). For FY00, we had a great start and placed roughly 65 percent of our accessions into the DEP prior to beginning the year, as well as making our accession goal for FY99. What that means is adequate manning for the years to come, and better level-loading of our training commands, thus minimizing the peaks and valleys of student production seen in recent years.

From the fleet perspective, at-sea manning is at adequate numerical levels, but it is also important that we ensure the future health of the community by retaining the right mix of our sailors at the right length of service. Use of Selective Reenlistment Bonuses (SRB) is one such method to control personnel flow points. As such, you can expect SRB adjustments from time-to-time to reflect these inventory and retention requirements. In addition, with scheduled pay raises and pay table reforms in the wings, SRB may need to be adjusted slightly to compensate for unintended increases in SRB associated with these pay raises. The Navy and DoD leadership fully understand and deeply appreciate your efforts and remain dedicated to properly compensating Sailors for the difficult and demanding jobs you all perform.

In this "Career" *LINK* issue, you will read about some ways to better your career opportunities. Based upon the last selection board results, one such step is duty as an instructor at Nuclear Field "A" School, Nuclear Power School and the Nuclear Prototype Training Units—representing

half of the Nuclear Enlisted Community's shore duty billets. After sea duty, the training commands are the Nuclear Field's top priority assignment.

Other milestones the ECM considers important to a successful nuclear enlisted career include:

**Watch qualification.** For E-6 and above, it has been proven time and again that qualification as Engineering Watch Supervisor (EWS)/Propulsion Plant Watch Supervisor (PPWS) is critical to supporting your command's mission and improving your opportunity for advancement. In addition to EWS/PPWS qualification, surface and submarine warfare qualification attainment influences E-6 and E-5 shore duty assignment.

**Performance in Engineering/Reactor Department primary and collateral duties.** Supporting your division and department's nuclear-specific duties is critical to propulsion plant operation and helps to sustain a successful career in future supervisory assignments.

**Non-nuclear submarine qualifications (COW, DOOW)** are not prerequisites to a successful Nuclear Field career. Some ships and circumstances preclude pursuing qualifications outside the propulsion plant.

In summary, while there is no one path towards a successful Nuclear Field career, warfare and watch qualifications, duty as a nuclear instructor and performance in nuclear-specific duties remain the foundation of every accomplished nuclear-trained individual.

*CDR David S. Ratte  
Nuclear Enlisted Program and  
Community Manager (ECM)  
N133D*

*LT David J. Price  
Assistant Nuclear Field Program Manager  
N133D1*

# Submarine Pay Program

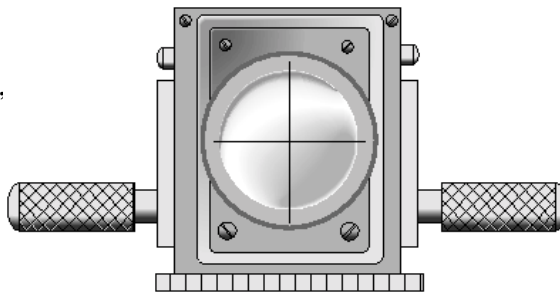
**From the Sub Pay  
Program Monitor**

As the enlisted SUBPAY monitor, it's my job to fix problems that members have with their SUBPAY. In this article, as well as in future issues of *LINK*, I will discuss common problems experienced in the fleet with SUBPAY.

**CONSUBPAY and OPSUBPAY.** Per SECNAVINST 7220.80D, the SUBPAY instruction, two separate types of Submarine Pay exist; Continuous Submarine Duty Incentive Pay (CONSUBPAY) and Operational Submarine Duty Incentive Pay (OPSUBPAY). CONSUBPAY and OPSUBPAY are paid at the same monthly dollar rate, but the entitlement criteria are very different. If you are eligible for CONSUBPAY, that is what you will be paid. If you are not eligible for CONSUBPAY, then you may or may not be entitled to OPSUBPAY.

As an active duty Sailor, you are not eligible for CONSUBPAY unless you meet the following conditions: Be assigned an "SU" or "SS" designator and have a Submarine Service Entry Date (SSED); have obligated service for at least fourteen months past your PRD if you are not serving on a submarine; be physically qualified; have performed sufficient qualifying operational submarine duty upon completion

of 12 and/or 18 years of submarine service (which I discussed at length in the October- December 1999 *LINK*); have not received final approval for transfer to the Fleet Reserve, and are not 22 or 26 years past your Pay Entry Base



Date (depending upon your submarine career history).

OPSUBPAY is payable to Sailors when assigned to and serving in operational submarine duty and not entitled to CONSUBPAY. Several different sets of circumstances could find you in an OPSUBPAY status. Being assigned to a submarine command staff listed in enclosure (8) of SECNAVINST 7220.80D (the SUBPAY instruction) and meeting the appropriate ride time requirements is one example. Also, if assigned to a manned submarine for duty, but ineligible for CONSUBPAY due to a missed submarine career screening gate, an approved transfer to the fleet reserve or being past 22 or 26 years of service, you are entitled to OPSUBPAY as long as you are onboard.

### **TOSS and SSED updating.**

Members in certain submarine ratings must take an active role in ensuring their Total Operational Submarine Service (TOSS) accounts and SSEDs are up to date. TOSS is credited for schools leading directly to a submarine assignment. Currently, I receive TOSS information on nuclear pipeline graduates, but no one else. If you have attended schools besides the nuclear pipeline enroute to your submarine, chances are your TOSS account is not up to date unless you have sent my office a TOSS package. Use enclosure (12) of the SUBPAY instruction as guidance, work with your leading yeoman or PSD and send me a TOSS package to update your account, as necessary.

For those of you who have served a tour as a staff pickup instructor at a nuclear prototype and graduated from prototype after 01 October 1990, an SSED adjustment is in order once you report to your first submarine. If you fall into this category, follow the directions in section 3 of enclosure (6) of the SUBPAY instruction so I can adjust your SSED appropriately. Failure to do this could cause a stoppage of your CONSUBPAY for missing a gate two years too early. This could also prevent you from obtaining orders when you want

*Continued on next page*

# Nuclear NECs and Your Career

During your career, you will be assigned Navy Enlisted Classification (NEC) codes to make sure that the Navy uses your skills to the fullest potential. I approve all changes or removals to Nuclear NECs, except those that are awarded from courses of instruction. Two references for changing or removing Nuclear NECs are NAVPERS 18068F (NEC Manual) and OPNAVINST 1220.1 series (Changing or Removing Primary Navy Enlisted Classification Codes for Nuclear Propulsion Plant Operators).

**NEC Changes.** As your career progresses, your NEC changes from an Operator NEC to a Supervisor NEC (e.g., 3384 to 3394). If you are the Engineering Department Master Chief: Get involved in the NEC process. Make sure that your CO or XO signs the NAVPERS 1221/1 (or RO for CVNs) to recommend the change. Send the form directly to me. Do not send it to EPMAC. You do not need to send support-

ing documentation (Page 4s, evals, etc.). Make sure all data (SSN, dates, etc.) are correct.

The following information is required on the 1221/1: The date for the completion of six years of active service, the date of qualification for Senior-In-Rate watch; see the NEC Manual. If your duty station is at-sea, you must be currently qualified. For the most recent evaluation, include a statement that each trait mark was 3.0 or greater. A remark stating the completion of all advancement requirements to First Class Petty Officer (for PO2s only). Request an effective date for the NEC change.

**NEC Removals.** Include specific supporting information. Submarines must include an ISIC endorsement, except for drug related removals. Mast (Report Chit, front & back) or medical documentation provides the best support for NEC removal. In cases involving drugs, include the name or type of drug and how it

was detected. If you are the Engineering Department Master Chief: Once again, get involved in the NEC process. When you receive a sea-returnee with a supervisory NEC, he or she should be fully requalified the Senior-In-Rate watch within six months. If not, commands must request an operator NEC or an extension from N133D. If within another two to three months the individual has still not requalified, the command must inform N133D of the steps taken to evaluate/assist the member and consider an NEC removal.

Make sure that you and your shipmates have my phone numbers & addresses—you'll need them long after this *LINK* is gone. DSN 225-3301, Comm (703) 695-3301; fax is DSN 227-7751, Comm (703) 697-7751. E-mail [n133d2@bupers.navy.mil](mailto:n133d2@bupers.navy.mil), or on the Internet at <http://www.bupers.navy.mil/pers2/n133web/n133d2.htm>. Our USPS address is: DNCO (M&P) (N133D2), 2 Navy Annex, Washington, DC 20370-0133 (FEDEX: Room 3636).

If possible, fax your requests—include a cover sheet with return voice and commercial fax numbers; then, follow-up with a call. Mailing an original (hard copy) is not required if you verify fax receipt. Keep in touch!

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### *Sub Pay Continued from previous page*

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them because the detailing process makes sure your orders don't intentionally cause you to miss SUBPAY gates, thus artificially and inappropriately delaying your transfer date to accrue sufficient TOSS.

I realize several of the items in this article are complex and

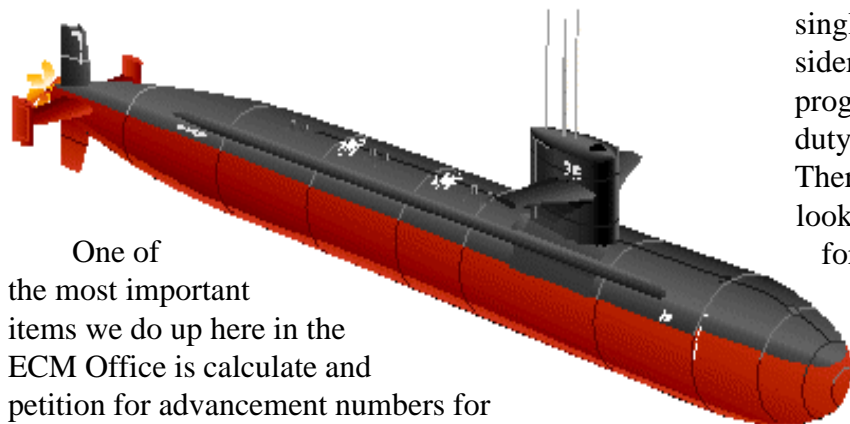
can be hard to understand. If you find yourself confused about your SUBPAY, TOSS, SSED or SUBPAY gates, and no one at your command can answer your questions to your satisfaction, call or E-mail me and I'll do my best clear it up for you.

*EMC(SS) Joseph A. Mangin  
Enlisted Submarine Pay Program  
Monitor  
N133D3*

*ETCM(SS) Curt Haggard  
Nuclear Quality Control Advisor  
N133D2*



# Submarine Non-Nuclear Community



One of the most important items we do up here in the ECM Office is calculate and petition for advancement numbers for paygrades E4 through E9. Over the past seven years while the Submarine Force has been drawing down from approximately 175 crews to now just over 90, advancements have been slower than historical averages. As we level off to a “steady state” of approximately 90 crews, advancements should return to more historical averages; we have started to see an upward trend in these numbers. The average time to make each paygrade has shifted about 2 years to the right (or 2 years longer service). As an example we had some chief petty officers with less than 10 years of service in the mid 1980s; currently we have no chiefs in the submarine non-nuclear communities with less than 10 year of service. But don’t lose hope. As the trend in advancements is heading up, the trend in “time to make rate” will start to get shorter as well. This is the beginning of what should be a “steady state” (size anyway) force. As always, the key to promotion is sustained superior performance in challenging jobs, both at sea and ashore.

As today’s Sailors look at the opportunity to move up, consider opportunities in officer programs. Sailors need to excel, qualify, learn, train and take on added responsibility. Always endeavor to advance through all avenues available to you. The next Enlisted paygrade is not the only option. Many of you hold at least some college credits. Apply or start building your package now for officer programs like OCS, ECP and Seaman to Admiral. Consider warrant officer programs. Young

single personnel should also seriously consider applying to the U.S. Naval Academy, a program with “seats” set aside for active duty personnel that go unfilled every year! There is a definite positive outlook for those looking to make the Navy and submarine force a career while still moving up.

The ECM Office has also received many phone calls from former submariners who want to return to the Navy and the submarine force. Even in this booming economy, we continually

hear reasons for Sailors wanting to come back in ranging from repeal of REDUX, military pay increases, no civilian job satisfaction, their civilian job moves them too much, etc. Before making the call to get out and not move up, please consider the following. The Navy has it faults, but in many cases civilian jobs have the same faults. It may not necessarily be better on the outside. And for those who do make the decision to get out and subsequently decide the Navy wasn’t really all that bad, it is not always possible to come back in the same paygrade or sea/shore rotation. So talk to your friends, family, career counselors, chain-of-command, etc., before you make the final decision to separate.

The Submarine ECM Office is here to help maintain and improve the best submarine force in the world. Give us a call or check out our website at <http://www.persnet.navy.mil/pers2/N132D9/index.htm>

*CDR Randy Richards  
Submarine non-nuclear Enlisted Community Manager  
N132D9*

# Never Too Early to Plan Your Career

Planning your career is something all of us need to do even if you do not plan to stay in the Navy for 20 years. The following are some things you need to be aware of when planning your Navy career.

- Is your family ready for you to continue your career in the Navy?
- Sea/Shore rotation and which one will you be on when you hit the point when you want to retire? It may be worthwhile terminating shore duty early or extending on sea duty to line up duty type with your retirement plans.
- Have you lined up your EAOS and PRD so that you can retire when you want to?
- Are you willing to serve 24 months in paygrade from the date you are paid for E7, E8 or E9?

- Education, how will you work it into your Navy job?
- When planning your next move, look for job type not location. If you don't like the job, than location may not be enough.
- Spouse's job opportunity is another factor to consider.

If you are getting ready to submit your Fleet Reserve Request to move on with your second career, now is the time to get it in the mail.

*CUCM(SCW) Wade Howk  
Seabee E8 & E9 Detailer  
PERS-401C*

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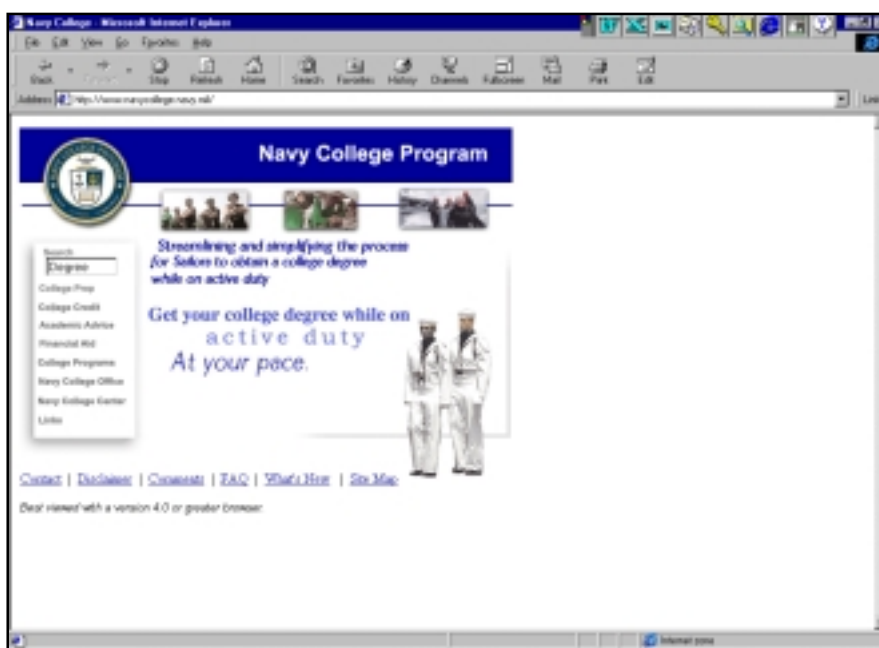
## Navy College Program Web Site

**<http://www.navycollege.navy.mil>**

- Find how much college credit the American Council on Education recommends for Navy training and rating specific work experience in the "Rating Roadmaps" section.

- Obtain a copy of your Sailor/Marine American Council on Education Transcript (SMART), that recommends college credit for your military training and experience.

- Get academic advice, and financial aid information, from the Navy College Center.



# A Great Time to Be a Seabee

This issue's topic is Careers. What you need to do to be successful and achieve your Navy goals has not changed. The factors which dictate your success include: 1) Sustained superior performance - doing well at every job assigned; 2) Recent operational experience - serving your fair share of battalion (or UCT for the Divers) duty; 3) Career and geographical diversity - you should expect to serve at least one overseas tour, one instructor tour and possibly even one out of community tour in recruit training or recruiting; 4) Other important career builders are qualifications. You need to get your SCW pin and pursue additional off-duty education.

This is a great time to be a Seabee. The good news includes

such items as pay and retirement improvements. Reenlistment Bonuses are high. E-5 Sea/Shore Rotation has dropped to 48/36. Your reputation is as strong as ever, as recent world events have continued to emphasize the importance of Seabees to the Navy's mission.

Speaking of careers, it is already time for me to move on. It has been my personal privilege to serve with you, and I look forward to doing so again. LCDR John Heckmann will report aboard in January from NMCB 5, and brings a wealth of experience to help serve the Seabee community. Good luck to you and have a great Seabee day!



*LCDR Bob McLean  
Branch Head  
PERS-401*

## Your Career... Your Future.



## BU/SW/EA - Billet Variety Important

When you think of where you want to be in the next few years, you should have developed a plan to get you to that point. Sometimes it is hard to think beyond your current duty station about where you might be in a few years. But if you plan on being around for the long haul, you must plan ahead. As Seabees, we should always have a plan of some sort when we are given a specific task or mission to accomplish.

Most people will go to a battalion out of "A" School to learn more about the Seabees, practice their trade and earn a SCW pin. To me, especially being a Charlie Company type, battalion is the place we learn our rate. Depending on your success (and if you get advanced), a CBU or Special Programs might be the "ticket" to a well-rounded career. Additionally, you can expect at least one overseas tour in your career.

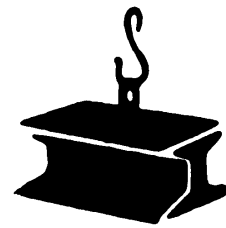


As Seabees, a lot of us don't like the thought of hanging up the "cammies" for a tour, because we believe that we'll fall behind in our rating knowledge. I don't believe that. It will broaden your knowledge of the Navy and give you a better appreciation of the Seabee community. A tour as a Recruit Division Commander, Recruiter, Instructor or some other type of special program will help in the long run. If you're not sure of what you would like to

do, see your Command Career Counselor or call your detailer.

Congratulations to all the new Seabee Chiefs and have a fine Seabee Day.

*BUC(SCW) Kane  
BU/SW/EA E6 and Below Detailer  
PERS-401CE1*



## New CE/UT Detailer

Hello Seabees! I am Chief Townsend, your new CE/UT detailer. I have reported to the Detailer shop after a very successful tour with the Naval Support Unit State Department.

CEC(SCW) Milletary and family are moving on to NSU State Department. I wish them a safe and happy tour with NSU!

We have all heard about the ideal career path throughout our time in the Navy. The path you choose should "build" the foundation for success. This means going to the right places at the right times. Battalions are a critical step toward a successful career. Rating and leadership growth skills are almost limitless in this operational environment.

Transferring to an overseas billet can be just as challenging. Don't hesitate to request the

"hard to do" jobs. Special programs are another key to your success. Shore duty can be rewarding and beneficial through billets such as Recruiting, Recruit Division Commander and Instructor duty. Sustained superior performance is the key to any successful tour. Promotions are a direct reflection of the dedication and hard work you put forth in any job.

The success of your career depends on the choices you make every time you call your detailer. How are you "building" YOUR career?

I look forward to talking to you. Good luck in "building" your career!

*CEC(SCW) Billy Townsend  
CE/UT E6 and Below Detailer  
PERS-401CD*

# EO/CM - Prepare Now for Chief

Although selection boards vary from year to year, they all have one thing in common: they look for the arduous-tour career paths with sustained superior performance. They look for the service member who took the tough jobs and succeeded. They want to see people who met the challenges head on, hit the ground running and never looked back. They select those who have earned the right to be promoted.

When should a Sailor start planning a career path and choose those tough tours? As soon as he or she decides that the Navy is their career choice. Waiting until you are a first class with enough time in rate to take the chief's test is too late.

One of the toughest and most career enhancing tours a Seabee can do is with a battalion. It's where

we do what Seabees do. Get your SCW pin, volunteer for detachments, take charge. Alternate types of sea duty might be with the Special Warfare communities such as CSBR, CNSWG and DEVGRU.

Shore duty can be a little less obvious when it comes to arduous duty choices. Instructor Duty at an NCTC or one of the regiments is a good choice. Special programs such as Recruiting and RTC Company Commander are also good choices.

Remember, the decision you make now will affect the rest of your career. To get ahead you must plan ahead. If you have questions about what your next set of orders should be, contact your detailer.

*CMC(SCW) Avery  
EO/CM E6 and Below Detailer  
PERS-401CF*

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## From the Fleet Diver Detailer

Being a Navy Diver has many rewards. Dive Pay, SDAP, High SRBs in Zones A-C, two points towards advancement to E4-E6 and the satisfaction of being one of the Navy's finest. To be successful as a Navy Diver, you must be proactive in your career.

After each advancement cycle and E7-E9 board, I get a few calls from individuals who did not advance and want to know what the secret is. Well, it's simple: all you have to do to advance is to score better than the last person on the selection list. I'm not making light of this and I know it's hard to advance today, but it's done every cycle and every board by top Divers who have gone that extra mile.

Here's how it is done. When up for orders, pursue the most challenging billets. If you're up for sea duty, try to get one of the few ships we have left available to us, then get qualified as U/W OOD, EOOW, ESWS and anything else you can accom-

plish. If you're up for shore duty and haven't done a tour as an instructor, jump on one of those billets and get your Master Training Specialist qualification. Do at least one overseas tour. All of these things help round out your advancement "resume."

To do well on rating exams you have to study, study, and study some more. Since Divers rarely work in their rate, the less technical ratings usually present a better chance to do well on the test, but may not be advancing as well. Research your choice.

There is no substitute for sustained superior performance. You must perform well in whatever billet you are in to advance successfully. We are a small community and the perception is that we don't advance very well, but the truth is that we are competitive with fleet advancement numbers. Stay involved in the decisions that affect your future. Hard work, challenging assignments and pride in your community will put you on the path to a rewarding career as a Navy Deep Sea Diver. Stay wet, and dive safe.

*BMCM(SW/MDV) Barry Burgess  
Fleet Diver Detailer  
PERS-401DC*

# Information Technology and NSW

As we head into the next millennium, we find ourselves mired in information inundation. Any of you who are presently on E-mail and on the World Wide Web (Internet) can attest to the volumes of useless information that can come your way. Useless information notwithstanding, the Internet and unclassified E-mail are the primary ways that we at the Detailer Shop efficiently conduct business.

Any of you that surf the World Wide Web should have the BUPERS Home Page as part of your list of Web Sites that you can point and click to bring up. The BUPERS Home Page contains plenty of "hot keys" where you can point and click when searching for career information. The NSW Detailers also have a Web Site within the BUPERS Home Page that contains important contact information accessible by all Command Career Counse-



lors who have Internet access. Any of you that have access to your own personal computer with an Internet account can also access our information. Just go to any search engine and type in "BUPERS" and click on search. You will get a number of sites that will probably all be related to the BUPERS Home Page. Or, once you are on the WWW, type in the space provided at the top of the screen: <http://www.bupers.navy.mil>.

One thing you should all keep in mind is to identify what your short term and long term career goals are before you start surfing the net. Read the monthly NSW Detailer Newsletter available through your CMC and CCC. Focus on a good, primary, secondary and tertiary plan of action for your next move. Get with your CCC and contact us here at the detailer shop.

*ITCM(SEAL) Jim Madison  
SEAL Detailer  
PERS-401DE*

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## EOD - The Challenging Assignments

I am often asked about challenging assignments, and of course, my answers don't always give Sailors what they want to hear. This comes from them either not knowing what they really want (or need, career-wise) or from not honestly asking for what they really want (regardless of the reasons behind their requests). When it comes to what defines a challenge, an EOD Tech needs to balance their desires with the professional qualifications of being a Senior or Master EOD Technician, and then look at their pay grade. Now the Tech can decide whether the challenge should be towards improving technical skills, leadership capabilities or both.

If you are a senior first class petty officer or a hungry chief, overseas assignments can offer more opportunities to improve technical skills and leader-

ship capabilities. Why you ask? Simple math. The overseas billets I have to offer, range from one year unaccompanied (Bahrain), to three years accompanied (Sicily and Guam). With more technicians transferring on a regular basis as opposed to a five year CONUS tour, you will have more opportunities to lead a team and diversify your technical proficiency. It also affords more opportunities for attending language schools.

No, this is not degrading our CONUS units – it's telling you the way it is, and has been. Some of you may PCS into a bigger CONUS unit like San Diego (EODMU3) or Norfolk (EODMU2) and your timing works to your advantage. We historically have been heavy in E6-E7 Technicians and some-

*Continued on next page*



## IC - Ask for Advice on Orders



Greetings IC gang! Let's talk about careers. "Where should I go next, What should I do?" These are questions that we all ask whenever it is time to choose our next set of orders.

First and foremost, don't make the decision alone. Start with your LPO/LCPO. They have been in your shoes before and have worked their way to their positions. Your Command Career Counselor can be a wealth of information concerning programs that can help you on your way. By the way, just because you apply

for jobs via JASS, it does not mean that you cannot E-mail or call your detailee to ask for advice.

Second, be realistic and think with your head and not with your heart. You have to go where there is a need for your skills. Recruiting is an outstanding career move. Also, please strongly consider billets in Great Lakes or overseas. A tour of duty in Great Lakes as an RDC or an instructor can have a very positive impact on your career and the whole fleet as well. The same

can be said of duty on a Forward Deployed Naval Forces ship.

As a career Sailor, you need to do whatever it takes to set yourself apart from your peers. Take the hard assignments, live in various parts of the country and the world, earn as many qualifications as possible and continue your education. Remember that you do have options. Use all of your resources that are available to you. Good luck out there!

*IC1(AW/SW) Cole  
IC E5-E6 Detailee  
PERS-402DC1*

### *EOD continued from previous page*

times the more experienced EOD Tech becomes LPO/LCPO over his peer, who is sometimes senior in paygrade. It's called situational leadership and it works. This is where the rubber meets the road.

I receive daily calls inquiring which job offers the best chance to break out and advance. My job as a MCPO is to tell you the way it is - not how you want to hear it. If you really want a Florida duty station, you don't have to try to sell me on the importance of MTS quals to help you advance. Tell me you want to go to Florida. If I can work with your command CMC/SEA to meet their commitments and fill a valid billet where you want to go, I'll try to accommodate. You must realize this could mean extending you at your present duty station (and another deployment) and you must work through your CMC/SEA.

So you want a challenge? Maybe you would like to screen for a Priority 1 unit in Virginia (DEVGRU) or a Priority 2 unit in San Diego (VSWMCM). Both are unique and demanding and offer advanced training under arduous environ-

ments. If you are interested in learning about either one (or both), you can contact MCPO Steve Todd at DSN 492-7960 ext. 2555 for DEVGRU info, or MCPO Don Schwalback (soon to be MCPO Lehtinen) at DSN 577-5324 for VSWMCM info. I recently attended the screening process for EOD Techs at DEVGRU, and it was not a vacation for any of the candidates. And if you like diving in a washing machine - VSWMCM needs you.

Many of you have asked for the hard jobs and this article's "Hit me where it hurts" award goes to an EODMU Eight Sailor - ABH1(EOD/future FPJ) Joey Otoole. I approached him as a possible Fort Benning Airborne instructor replacement. I told him the job was not attractive - 16-hour workdays with 4-5 hours POV trips for diving requals. He said he would take the job. If I had one Otoole from every 6-8 man detachment within the community, I would not have any "difficult" billets to fill.

Every billet I have can be an excellent opportunity, if you have an open mind and reasonable expectations.

*GMCM(EOD) Robert Dawkins  
EOD Detailee  
PERS-401DF*

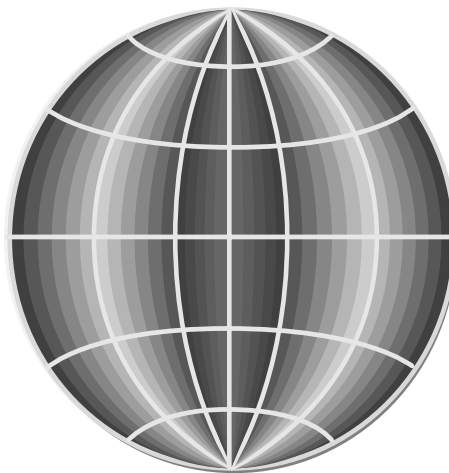
## EM - Career Ideas From Your Detailers

I am EM1(SW) Mitchell, reporting from the “fast-attack tug,” WANAMASSA (YTB 820) sailing out of Naval Station Guantanamo Bay, Cuba. Since assuming my duties as a detailer, I’ve found a misconception about JASS exists in the fleet. Many of my phone calls and E-mails start out with “I want to negotiate orders for....” If you want to take positive control of your career, talk with your Command Career Counselor and take a look at JASS. This is the *most important* part – apply for five billets that you qualify for. This will ensure maximum flexibility as your detailers attempt to meet your career goals and needs.

I’m EMC(SW) Ehret, reporting from USS SIROCCO (PC-6). I am now the detailer for E5s and I am looking forward to helping you receive the most challenging and rewarding assignment possible. I would like to take this opportunity to say that I respect the demanding jobs you do for your units, and that I will do my best to work with you to meet your needs and the needs of the Navy.

**Advancement.** The future looks bright for this community. Our CREO group recently was shifted to Group 2 and we are presently undermanned. This should significantly improve our number of promotions, but to be competitive, you must have sustained superior performance. This means that you should work to earn the “early promote” evaluation in your division. Qualify for the highest watch station you possibly can and earn your warfare pin!

To meet your goals, you need to have the proper information concerning your career choices. The Enlisted Transfer Manual (NAVPERS 15909F) and the MILPERSMAN are the best source. It is vitally important that Sailors realize this information is not property exclusive to detailers, but is readily available to all. I don’t know any supervisor or Career Counselor who doesn’t appreciate the Sailor who did the



homework and verified his or her eligibility for a request before submission.

The phrase “Needs of the Navy” has been the line that fouls many a rudder of a Sailors’ career course. This is not a statement of negation to all the hard work you will put in, but a “caution” label to remind us that effort is required to obtain those billets that we desire. For those who don’t want to put in the effort, don’t expect the dream assignment to come to you. Keep up the good work and be safe out there!

*EM1(SW) Mitchell  
EM E1-E4 Detailer  
PERS-402CD3*

Be the technical expert who always gets the job accomplished.

**Manning.** Our community is now undermanned more on the East Coast than it is on the West Coast, so please be open-minded about a change of geographical location. We are also manned above our desired levels in Physical Security billets. I would ask that you consider the outstanding career benefits of a tour doing recruit training, instructor duty or recruiting. Your talents are in high demand to recruit the best and train them to be their best. There could be no better group of role models than you.

*EMC(SW) Ehret  
EM E5 Detailer  
PERS-402CD2*

# MM - You and the Needs of the Navy

Hello, Shipmates! I am MMCM(SW/AW) Bennett. As the new lead detailer in the community, I look forward to helping you get billets that satisfy your professional and personal needs. I'd love to let each and every person "homestead" in the area of their choice, but in some cases, it is just not feasible. As detailers, we have to write orders to the requisition priorities. At some point in most of our careers the Navy needs us to uproot and move to a new location due to manning concerns. If you've ever talked to your detailer and heard "you can have either location or type of duty," it's because we honestly have no billets in that location.

**Your Career.** Today's fast movers are taking the challenging billets. When it is time for shore duty, look at recruiting and recruit division commander tours. When you are up for sea duty, look for forward-deployed units. Dual warfare qualification has also been a big-ticket item at selection boards. Easy sea duty and prolonged shore duty has not helped any MM make rate. Talk to your Department LCPO or senior MM and ask them for career advice.

As always, you can give your detailer a call so he can answer any questions that you may have.

**Schools.** This is a note to all of our hard-charging junior sailors who want NEC-granting schools. We are always willing to get someone to a school. But shipmates, you must remember that most NEC driven billets are at sea. If you want the school, you will almost always be required to go back to sea for a minimum of two years. We need to make sure the ships at sea have the manning and skills necessary to perform their missions.

Hail and Farewell: I would like to wish MMC(SW) Piper good luck as he heads to USS IWO JIMA (LHD 7). I would also like to welcome MM1(SW) Bruns from USS JOHN C. STENNIS (CVN 74) as our new E1 to E4 LANT detailer and MMC(SW) Sinn from USS SAIPAN (LHA 2) as our new E1 to E4 PAC detailer. Good luck out there!

*MMCM(SW/AW) Bennett  
MM Detailer Rating Lead  
PERS-402CF*

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# GS - Where the Selectees Are

Howdy, Shipmates! Congratulations to all our new Chief Petty Officers. The attainment of the exalted rank of CPO is a fitting thought for this, the "Career Issue" of *LINK* magazine. Everyone in our rating needs to look at themselves, set career goals and decide how to reach these goals. Take a look at some of the results of the past selection boards. The heaviest percentages of selectees in all paygrades were either on sea duty or just coming off of sea duty. A good portion of selectees were members of precommissioning crews or FDNF ships (or both) during their careers, and 10 of the 38 GSECs selected were stationed on FFGs. Where the selectees weren't stationed were low priority shore duty billets. This all translates into taking the career enhancing

(challenging), high visibility (tough), and rewarding (personally and professionally) billets and succeeding in them.

Just being on sea duty isn't always enough, though. To consider a tour successful, you should qualify in watchstations appropriate to your pay-grade, with goals of EOOW and ESWS. You should also staff your command's training teams and hold several collateral duties. Being a command asset will result in great evals and FITREPS with the best possible promotion recommendation that can put you ahead of those that choose not to excel. Advancement is tough, but only you can improve your chances.

*Continued on next page*

# MR/3M - Time For a Career Check-up

G'day shipmates! My name is MR1(SW/AW) Beck, the new E1-5 rating detailer. I recently completed my last sea tour onboard the USS INCHON (MCS-12) homeported in Ingleside, Texas. For my 17 years in the Navy, I've been stationed in the east, the west and overseas. I'm looking forward to serving you with top quality service as your detailer. We all know that the MR rating is going through a tough period for advancement. Study hard and volunteer for the complex jobs that could help you gain knowledge as a MR. **Training is a must in our community!**

Over the last few months the detailing process has changed. We currently use the Job Advertisement and Selec-

tion System (JASS). Folks, the system works! One of the questions I'm asked frequently is "Why are most of the billets on hold?" We have to set a "red-line" for that requisition cycle based on the number of PRD rollers available. The number of open billets is equal to the number of rollers. Due to Manning Control Authority (MCA) direction, the highest priority billets have to be filled before the lower ones. As a result, anything below the red-line is on hold an unavailable for application. As for special programs, RDCs are the only requests that are being released right now.

I encourage all of you to use the E-mail or call and to be upfront and honest. Remember, MR does not mean Mind Reader. Please let us know what's on your mind and what your intentions are. **Be flexible!** Good luck out there!

MR1 (SW/AW) C.A. Beck  
MR E1-E5 Detailer  
PERS-402DE1

"That Detailer won't try to help me at all. The only thing he cares about is filling billets. Sailors don't matter to him."

How often have you made these same comments after a phone call to your detailer? If you

have called recently, then you have probably made them a lot. The truth is that the detailer is in the help business, the sailors do matter, and the billets must be filled by requisition priority. One thing you have to ask yourself is "What do I expect my detailer to do for me?" Oftentimes reality does not meet your expectations, especially in a period of manning shortfalls.

When you reach your nine-month window there are some questions you need to ask yourself before you ever talk to your detailer. For example, "Have I done an overseas tour? Have I been on only one kind of platform for Sea Duty? What can I do to improve my advancement chances?" Maybe you have never sat down and reviewed your own career. Have you limited yourself to only CONUS billets? Have you considered instructor duty for a shore tour? If variety is the spice of life, then the Navy has the challenges you are looking for. The Navy no longer wants you to be a specialist in one area. You need to be able to excel in a variety of assignments.

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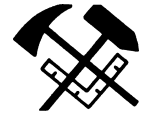
### *GS continued from previous page*

Always remember that your detailers are here for you. We are always willing to answer any questions you may have or make career recommendations when needed. Good luck and take charge of your career!

GSCM(SW) Bacon  
GS E7-E9 and Lead GS Detailer  
PERS-402CG

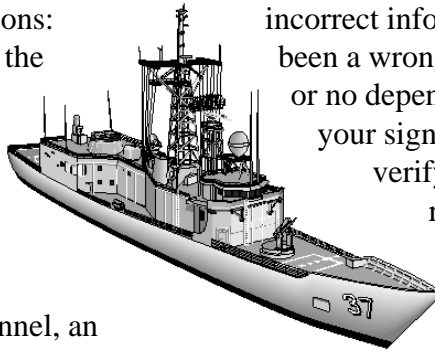
**LINK E-mail address: [link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

## HT - Long Range Career Plans



Happy New Year! Here we are with an entire year in front of us. What are you planning on accomplishing this year? What are you planning on doing to help meet your career goals? Here are a few career-enhancing suggestions:

I'm sure you have heard about the overseas billets being "high priority." This is still the case. An overseas tour may not currently be in your plans for the future, but it should be considered. Based on debriefs from selection boards and reviewing records of selected personnel, an overseas tour will increase your advancement opportunities. Another way to help your advancement opportunities is to review your service record for correctness. You should review your record at least once a year for PQS entries, new qualifications, completed courses, evaluations, awards, etc. Also consider Recruiting Duty or one of the billets



at Great Lakes. This will add a distinctive flavor to your career.

Lately, we have received several 1306/7 requests and Enlisted Duty Preference sheets with incorrect information. Some of the errors have been a wrong SSN, wrong number of dependents or no dependents and/or missing data. Before your sign and submit your request, please verify that the information listed is current and correct.

Welcome aboard to HT1(SW) Pieper coming from USS NIMITZ. She is taking over as the E4 and below and HT "A" School detailer. She looks forward to working with you all. Stay safe out there!

*HTCS(SW) Lord  
HT E6-E9 Detailer  
PERS-402DF*

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### ***MR Career Check-up, continued from previous page***

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**Rule #1:** We cannot help you with your career if you don't communicate with us. If you talk with your detailer only after you receive your expired PRD message, then you are already behind the power curve. Once that message is sent out you have only one month to decide on your next set of orders. Exercise the nine-month window and be flexible when applying for orders.

**Rule #2:** Flexibility is the key. Often times a specific ship will not be available. Why not take a different ship of the same platform. Maybe it is an overseas ship. What a chance to experience a different culture and do something that the selection boards recognize! If you have already been on a DDG, why not take a chance on a carrier or another large deck ship? You will gain experience that cannot be had anywhere else.

**Rule #3:** Keep your records up to date. We can only see what is in our database at NPC. If you are EFM, ensure that you make the necessary updates to keep your information current. If you have been through a "C" school and the NEC is not in your record, provide the documents to your PSD and get your record up to date. Have you gotten married or do you have a new child? Make sure your record reflects these changes.

**Rule #4:** You are the manager of your own career. We can only offer advice, direction and jobs. You are the one who must make the ultimate decision on the direction your career will go. Take the tough jobs and always upgrade your knowledge.

Have a great New Year and let's forge **your** future together!

*MRC(SW/AW) Kuhn  
MR E6-E9/3MC Detailer  
PERS-402DE*

# Hail and Farewell from EN Detailer

Hello, Shipmates! This is my last opportunity to address the EN community as your Leading Detailer. As my tour comes to an end, I can honestly say it has been a pleasure working with you. My relief is ENCM(SW) Michael Spencer, who comes to us from COMWHEMGRU. ENCM(SW) Spencer has experience on numerous platforms and over 13 years of sea duty. I'm confident that he will continue to work with you to find challenging career-enhancing billets.

As I leave, I'd like to pass on some advice to help you with promotion. Advancing from E1 through E6 requires high final multiples on your advancement tests. The best way to ensure you score high is simple: study, study, study. Additionally, you receive points for Navy Commendation and Achievement Medals and warfare designations. Promoting from E7 to E9 is a little different. The more sea duty you have, the better. If you are going to shore duty, remember the "Big 3" of Recruiting, Recruit Company Commander and Instructor Duty in Great Lakes. These assignments show the selection boards that you're willing to take the hard

billets. Some of you "old salts" may remember that you had to have main propulsion billets to make chief. That's not the case these days. Those platforms are career enhancing; however, any sea duty that's on a "USS" will make you competitive. With that said, you still need to be a leader, get your EOOW letters and ensure that you receive evaluations with EPs and MPs. This will separate you from your peers during the selection process.

Finally, I would like to remind everyone what the detailer's job is. We have to fill the billets with the available qualified Sailors. Hopefully, these assignments will be mutually agreed upon, and will benefit both the Navy and Sailor. Remember that we don't receive any benefit from sending you to a billet you don't want. We would rather find you a billet that you want and will be happy with. Thanks again for all the support you showed me as your detailer. Good luck out there!

*ENCS(SW) Van Dyke  
EN E7-E9 Detailer  
PERS-402DG*

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## DC - Take the Challenging Jobs

Hello, Shipmates! As you already know, there are great career opportunities within the Damage Control Rating. To be successful in your naval career you need to accept the more challenging assignments. This will set you apart from your peers when it is time for evaluations. It also helps when the CPO selection boards start looking at records.

Try to diversify your assignments. When applying on JASS, consider Special Programs assignments such as Recruiting and Physical Security. Also consider instructor billets at Great Lakes and the Naval Academy. These are great career-enhancing assignments. They are challenging, but they are very rewarding. Remember that you will be

expected to do a tour overseas during your career. Serving on a forward-deployed unit can give you the chance to see the world and exciting cultures.

There are Officer Programs available for enlisted personnel to apply for. Seaman-to-Admiral, LDO, MCEP, PA, BOOST, EEAP and the ECP Officer Program give the Sailor other opportunities for upward mobility and career advancement. Take advantage of what the Navy has to offer, and in the long run you'll be glad you did. Good luck out there.

*DCC(SW) Miller  
DC E1-E4 Detailer  
PERS-402DI2*



# Submarine Community Information

## ***BUPERS, Detailers Can Help You With Your Career***

In this issue of LINK, we present a series of articles with the common theme of career management. Please take a moment to read these articles. They contain valuable advice and insight into the kinds of things you can do to make your Navy experience more rewarding and more successful. Although no single formula guarantees career success, much of what's in these articles has been proven right year after year, through the build-up era of the 1980s and the draw-down era of the 1990s. With that kind of proven track record, you know we must be on to something.

It is important to recognize that no one can be a better advocate for your career than you can. We in BUPERS are committed to providing you with the tools needed to look out for your best interests. The folks in PERS-403 strive to be more than just "distribution agents." Each detailer is a trained career counselor. They are hand selected from the best of the best in the submarine/nuclear power program to serve you. They are the decision-makers who broker the deal to match the right Sailor to the right job at the

right time. But they are also the ones who will give you straight answers to questions regarding what is in this next assignment for you. They can help you manage your career beyond just the next job. And they can give you ideas and insight about where the submarine force and the nuclear surface communities are headed

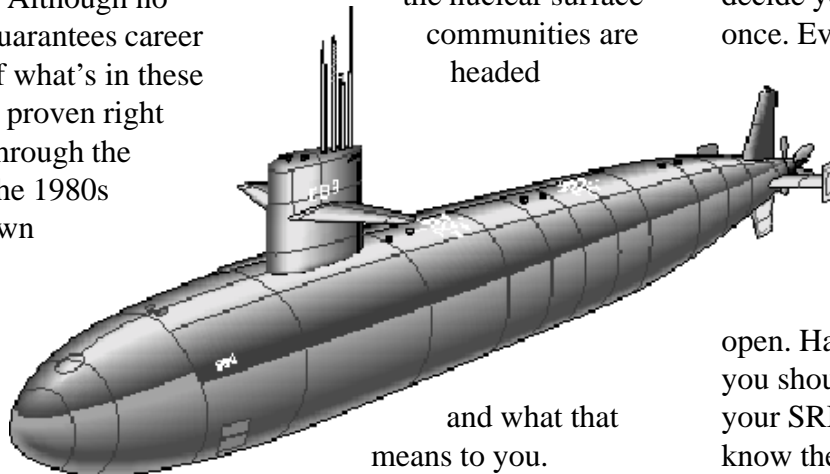
and what that means to you.

In our business, very little remains constant except the rate of change! What was true only a few years ago may not be true now. Think about the dramatic impact of the drawdown from nearly 100 SSNs and 82 SSBN crews only 10 years ago, to where we are today with fewer than 60 SSNs and 36 SSBN crews. For several years, we in the people business were concerned with dealing with excess sailors, and driving our overall numbers down to keep under a ceiling. Now we are worried about too few people and keeping numbers

above a floor. The point is, to be successful in a dynamic environment like this, you need to remain informed about that environment. Your detailer is a trained expert and a valuable source of information in this area.

As you read the articles that follow, don't feel pressured to decide your entire career all at once. Even if you are not ready to make a career or a re-enlistment decision now, you can still benefit from staying informed on your career options and how to keep those options open. Have you figured out when you should re-enlist to maximize your SRB entitlement? Do you know the tax advantage of re-enlisting in a tax free zone? Have you thought about your next assignment in terms of what it might mean for your next promotion opportunity? These are the questions your detailer and Command Career Counselor can help you with. Make an informed decision to "Stay Navy." I look forward to working with you.

*CAPT(Sel) Roy H. Harkins  
Enlisted Submarine/Nuclear Power  
Assignments Branch  
PERS-403*



# ET - Maximizing Career Potential

“Sustained superior performance at sea” has been the advancement motto for many, many years. Yet over the past few years, our motto hasn’t been a career cure-all for which many had hoped. For the nuclear-trained Sailor, historically high advancement rates have given way to rates more in line with the Navy’s overall rate. So, what is important to the selection board?

First, every selection board member is briefed on the confidentiality expected during and after the board. Now, imagine the difficulty involved in attempting to objectively grade something as inherently subjective as the contents of a service record, and you have identified the crux of the selection board process.

We all know that teams independently grade each record several times. The resulting raw scores are placed in a numerical slate from the highest to lowest score. The cutoff score is then established by comparing the number of available billets to the number of qualified candidates. A predetermined percentage of records above and below the cutoff line are scored again to help ensure the last selectees and the first non-selectees are indeed correctly identified.

What earns a candidate the greatest number of points? Alas, therein lies the reason that confidentiality must be enforced for the process. With respect to the

relative weighting of an assignment or collateral duty, presumably each board has the latitude to set its own bar. Amongst our rates, there are also presumably subtle differences in the credit given for a particular assignment.

Sea duty carries a lot of weight with the board. In other words, your selection of duty assignments, as well as your performance, has a tremendous impact on your likelihood of selection for advancement. However, it is still important to demonstrate your flexibility and adaptability through sustained, superior performance at sea and ashore. For example, when was the last time you worked a correspondence or a PACE course at sea, took a college class when ashore or demanded that your Chief of the Boat assign you another collateral duty? Are you taking charge of your career, or are you

settling for whatever convenient shore duty is available in a convenient homeport?

I encourage each of you to take a hard look at your duty history. Perhaps a sustained trend of sea-to-shore-to-sea-to-shore in the same homeport with the same class of ship isn’t as effective as changing coasts and ship classes, interspersed with an assignment as a nuclear instructor. Also, the fantastic opportunity to serve overseas aboard a submarine tender or forward deployed squadron is often overlooked. In short, opportunity knocks every day when your alarm clock rings and every time your PRD window opens. Are you really working toward your next advancement?

*ETCM(SS) Timothy L. Scott  
Submarine Nuclear CPO 3363/64/65/66  
Detailer  
PERS-403CD*

## Include Instructor Duty In Your Career Path

As nuclear instructor duty comprises approximately 50 percent of all nuclear shore duty billets and are the highest priority shore billets, Sailors should consider nuclear instructor duty a must for their career.

We’ve heard the phrase, “Where do you want to go today?” Ask that of your career. In

the future, an ability to instruct others and teach complex nuclear concepts is an asset that can be used now and later.

Kick start your career today. Qualify an extra watchstation, qualify warfare and take the challenging collateral duties.

*Continued on next page*

# ET - Be Realistic, Stay Informed

Remember when you reported aboard your first ship? Amid the confusion, someone probably asked you, "What are your plans as far as the Navy is concerned?" Many junior Sailors express interest in one or more college or commissioning programs. However, due to a lack of preparation or unfamiliarity, they just don't follow through on these programs. The unfamiliarity with programs is easy to fix. If you don't know, ask someone. Command Career Counselors (CCCs) are great points of contact on all aspects of Navy programs.

The harder part is the preparation of the individual. The key to this is "Sustained Superior Performance." Most Navy programs require screen-

ing or support from your current command prior to your selection. A screening consists of reviewing your records (class standings in pipeline schools, qualifications, evaluations, etc.), and rating you against standards required for the assignment. Your command's support will reflect the effort you've put into your current assignment.

The more you challenge your abilities now, the more varied the assignments you will be eligible for in the future. You may have heard the term career enhancing duties, referring to nuclear instructor duty (which is considered arduous duty and requires special screening), recruiting and others. While these duties may not be in line with your personal plans due to location or type of duty, good performance in these billets are given due consideration for other assignments and advancement. These assignments are also considered career enhancing due to personal sacrifices that Sailors make. However, accepting a job anywhere there is a valid billet available will not be detrimental to your career unless you allow it to be.

Back to your plans. The only advice I will give is, "be realistic and stay informed." There are nearly three times as many sea billets as shore duty billets for nuclear-trained ETs, and about 70 percent of the shore duty billets are nuclear instructor billets at Ballston Spa, N.Y., and Charleston, S.C. Shore duty in fleet concentration areas is limited. By staying informed, you may be able to find out about opportunities which may not be available at other times.

The Navy is committed to providing as much information as possible for Sailors to make a well-informed choice and to provide them as many opportunities as possible. It is your responsibility to seek out those opportunities and prepare yourself to the best of your ability. Feel free to discuss your concern with your CCC, or give me a call.

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### *Instructor Duty continued from previous page*

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Start college or take a correspondence course.

Kick start your career for the future. Go see your Command Career Counselor (CCC) and tell him you want to transfer to nuclear instructor duty. This challenging and rewarding duty will not only give you instructor and personnel skills, but it will give your career an extra kick in the right direction. If you have at least two years of sea time, you can submit a request for transfer at your three-year point to one of the Naval Nuclear Power Training Units (NPTUs). With an additional year of sea time, you can request to transfer to Nuclear Power School (NPS) or Nuclear Field "A" School (NFAS). If you don't have the sea time yet, or your class standings require a waiver, give me a call.

As a previous instructor, I can personally tell you, without a doubt, instructor duty helped my career in the Navy. It can help yours, as well. Call or see your CCC and start your future today.

*EMCS(SW/SS) Reese C. Kilian  
Nuclear Instructor Detailer  
PERS-403CL*

*ETC(SS) Gregory Williams  
Submarine Nuclear ET (E-6 & below) Detailer  
PERS-403CE*

# EM - Phones Manned in Maneuvering

Something that has always amazed me is the way the nuclear-trained Sailor can recite procedures word for word, yet manuals get opened and phones get manned every time a procedure is done. Every time, that is, until it relates to a career decision.

When was the last time you reviewed the Enlisted Transfer Manual while negotiating orders? Well, you're not alone. Most of us are content with asking our chief or CCC for information, but I need to tell you that nobody should care about your career more than you.

It's amazing how much wrong information is going around, and it is being spread by seemingly reliable sources. Did you know that you may actually get less money by waiting to reenlist until you get paid for E-5 vice doing a STAR reenlistment prior to July 1st? How about the "Wait until you do a deployment before you reenlist" statement? Nobody told you that you may lose thousands of dollars in SRB entitlement by waiting even one extra week. These are just a few examples of potentially damaging bits of information that are out there. If you're in one of these situations, call me and I'll explain more. In this article I have prepared a list of reading material that should be considered required reading for every Sailor.

**Enlisted Transfer Manual**, <http://www.persnet.navy.mil/cdrom/dev/cd/enlxfef/Enlxfef.pdf>. This manual covers everything from special duty assignments to tour lengths. This is the primary guidance used for detailing. This manual is updated often, so a review prior to negotiating your next assignment is essential.

**Retention Team Manual, <http://www.persnet.navy.mil/cdrom/dev/cd/retent/Retent.pdf>.** Some career information may be outdated, but the references are valid. Also contains very good information to help the separating service member too.

**Enlisted Bonus And Special Duty Assignment Pay Programs (OPNAV 1160.6A), <http://neds.nebt.daps.mil/Directives/1160a6.pdf>.** Almost everything you wanted to know about SRB. Review the latest NAVADMIN covering SRB for further information.

The list above is the minimum that you should be familiar with. Other references include the MILPERSMAN, Submarine Personnel Manual,

SUBPAY instructions and recent NAVADMINs. All of these instructions can be found online at <http://www.persnet.navy.mil>, or from your admin office. Still stuck? Then man the phones and give me a call. I'll be happy to point you in the right direction. I think you'll find that conducting some research is one of the most significant things that you can do for your career.

On another note, it's that time again for me to move on, and I need a relief. If you're interested in being the next Submarine EM (E-6 and below) Detailer, you must be an E-6 or above, with an outstanding record and have excellent people skills. A diverse career history, CCC experience and strong computer skills are a plus. You will attend CCC school enroute if you have not previously attended. You will be expected to relieve in the March 2001 timeframe. If you're interested, please give me a call.

EMC(SS) Bill Spence  
Submarine EM (E6 and below) Detailer  
PERS-403CF

# Keeping Your Career on Track

I'm sure all of us were asked this at one time prior to enlistment. The question now is, "Have you accomplished everything you set out to?" For me, the answer is no. For the most part, your career is in your hands.. You may not always end up where you want, but what you do there is determined by you. In what direction are you steering your career?

You can do many things to enhance your career. Doing different types of sea duty is nearly a “must” to advance to chief petty officer. You need sea time on a Trident (but not forever). You need sea time on a fast attack. You need to do time in various ports (don’t forget Hawaii and Groton). You may even challenge yourself to a tender tour in Guam or Italy. Special projects are big steps in the advancement ladder. This includes NR-1

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## Submarine / Nuclear Power

# MM - Better Yourself, Better the Navy

My name is MMC(SS) Martin, your new Submarine Nuclear Machinist's Mate (E-6 and below) Detailer. I am reporting from the late, great USS JAMES K. POLK (SSN 645), and it is my honor to serve as your detailer.

It's very important to me to see each and every one of you better yourself and get promoted. You can start by becoming the system expert of the entire engine room. When your initial qualification is done, obtain a cross-rate qualification.

But you can better yourself off-duty as well. Navy correspondence courses are free and available in many areas of study. CLEP tests are a good way to earn college credit, and PACE courses afloat are also excellent in furthering your education. If you don't have PACE onboard, ask your Educational Services Officer (ESO) about it.

Another way to better yourself is to participate in the Navy's Apprenticeship Program. You can complete

your apprenticeship in many areas just by the work you already do.

The Navy also has programs available such as Nuclear Enlisted Commissioning Program and Enlisted Commissioning Program. However, if you're looking for a commission, the Limited Duty Officer program has an impressive application-to-selection ratio. It is also possible for you to earn your associate's or bachelor's degrees on most military installations while you are on shore duty.

In short, it is your responsibility to better yourself. When you better yourself, you better the Navy.

Please feel free to contact me and discuss any issue you have. I am ready to hear from you.

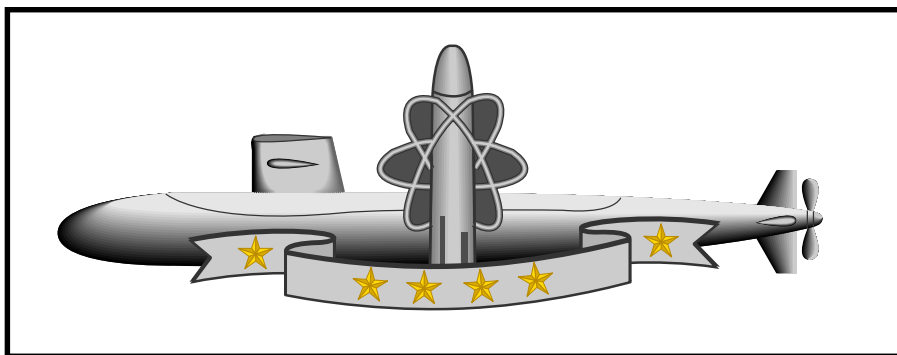
*MMC(SS) Michael R.S. Martin  
MM Nuclear Submarine (E-6 and below) Detailer  
PERS-403CG*

### *On Track continued from Previous page*

and USS PARCHE (SSN 683). I am more than willing to help you in this area. But remember, when you move outside your normal PRD window, I must replace you.

Shore duty is a great way to continue your career on the right track. If you haven't done a Prototype tour, you're only hurting yourself. Other possible shore tours include PMT, Nuclear Repair, Instructor (other than Prototype) and the NAUTILUS to name a few. Don't forget about recruiting. The incentives and rewards for going recruiting have increased dramatically. Almost all shore duty billets require some form of schooling in route—never turn down this free education.

Finally, remember those qualifications and collateral duties.



Never quit trying to improve yourself, your division, your department and your command. If you're not striving for Engineering Watch Supervisor, you're not even in the game. There should not be a collateral duty within your division that you have not held. If you are a first class petty officer and not the Leading ELT, call me so we can arrange a transfer to put you in that leadership role.

Money and advancement rates are better now than they have been

in the past eight years. Selected Reenlistment Bonus and Special Duty Assignment Pay continue to climb. We've advanced more chief petty officers lately than anyone can remember. Is your train on the right track? If not, give me a call or E-mail me and I'll try to help you out.

*MM1(SS) Steve Wagenschutz  
ELT/RADCON (E6 and below) Detailer  
PERS-403CH*

# CPOs - Know Where You Want to Go

"Where do you want to go today?" I'm sure we've all heard this question before. I think it is a very important question that we should all be asking ourselves every morning. We should probably broaden this question to ask, "Where do I want to go in my naval career?"

I think we all share a similar goal of advancing to the next higher paygrade as efficiently as possible. So, what does it take to be selected to chief and beyond? With selection boards being sworn to confidentiality, it is increasingly difficult to pinpoint an answer. I do believe that there are some key steps that each of us must take along the way.

Sustained superior performance at sea has been the Navy's advancement advice for years. Seeking out challenging billets and exceling with vigor and a "can-do"

attitude is clearly a step towards the next paygrade.

Qualifications, for nuclear-trained chief petty officers, are an ongoing part of our lives. Qualification as Propulsion Plant Watch Supervisor (PPWS) is a must. Not one nuclear-trained Sailor was promoted to senior or master chief by the last selection board without being qualified PPWS. Propulsion Plant Watch Officer (and EOOW at the NPTU) further proves that you are the pick of the crop. Warfare qualification is also a top priority. Again, the last senior/master chief selection board promoted only those who were warfare qualified.

Diverse background. With the inactivation of the nuclear cruisers, this will be challenging, but not impossible. Assignment to the USS ENTERPRISE will allow qualifica-

tion on another reactor plant design. Assignment to nuclear instructor duty is another great way to break out from the pack. Seventy-seven percent of the most recently selected senior chiefs and 73 percent of the master chiefs had completed a nuclear instructor tour.

I'm sure most of us know someone out there who advanced without doing some of the things I have mentioned, but I think that Sailor is the exception, not the rule. I think the things I mentioned are the keys in the advancement process. If you have a plan that includes doing these things, you will have a better chance of being selected for advancement by the next board.

*EMC(SW/AW) Greg Huether  
Surface Nuclear CPO Detailer  
PERS-403CJ*

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## ET/EM - The Path to Advancement

Sound career management includes more than simply choosing good assignments and doing your job. It means being able to exercise the discipline and commitment necessary to succeed.

Here are some suggestions. First, develop good study habits for both rating exams and qualifications. Set aside time each day to improve your knowledge. Excel at your primary and collateral duties. Do more than is expected, take the initiative, set out to do every job right the first time and set high standards for yourself to meet. Achieve and maintain sustained superior performance, and you will be noticed. Look to your leaders for examples of this successful formula on your ship.

A proactive approach to making career decisions is the surest way to a successful career,

whether your goal is to become a master chief or obtain a commission. Another element often overlooked in developing an enlisted career path is careful consideration of your choice for shore duty. You should seek meaningful shore duty that will help shape your career and the future of the Navy. Positions available to nuclear-trained personnel are tailor-made for this, such as nuclear instructor duty and recruiting duty. Being successful in these jobs, after proven success at sea, tells the selection boards you have polished your interpersonal skills, possess proven leadership experience and you have a hard charging, go-get-em attitude. Also pursue off-duty education, take college courses and com-

*Continued on next page*



# Finding the Enhancing Auxillary Jobs

*"I want a billet that is career enhancing."* This is the most common opening line of conversation used by Sailors who have called me. It is good that people understand the importance of duty assignments on their career. What dismays me is which jobs some perceive as non-career enhancing. Allow me to correct any misconceptions that are out there.

*"This guy shouldn't be sent to that repair facility. He needs something career enhancing."* I can't think of a billet more valuable to the career development of an Auxiliaryman than an assignment to a repair facility. Any job that adds to an Auxiliaryman's personal inventory of repair experience will be beneficial to yourself and the Navy. The Auxiliaryman assigned

to a repair facility will work on jobs that are far beyond the scope of most assignments handled by ship's force. Such jobs will greatly increase your technical expertise. Sixteen out of forty-five selected for MMC had previous repair tours.

*"I really wanted to stay in this area, on a T-hull, on a fast boat, etc."* Variety is the spice of life and diversity is the most popular offering on the advancement menu. The most common factor shared by those advanced to MMC on the last advancement cycle was varied at-sea experience. Twenty-one of the forty-five Auxiliarymen selected for CPO in 1999 had both SSN and SSBN experience. Step out of your comfort zone and improve your potential for advancement.

*"I want an instructor billet."* Instructor duty is rightly seen as

an enhancing assignment, however, with few exceptions, requisitions for such duty show up as E-6 requisitions. Some E-5s have been released to fill these requisitions when no E-6s have applied, but generally there are far too many E-4 and E-5 billets remaining to be filled.

It is not the name of the billet you are assigned to that is career enhancing. It is the experience you gain and the quality of work you provide that enhances your career opportunities. Seek these opportunities to increase technical knowledge, provide leadership to subordinates and do the best job you possibly can, and you will reap the rewards.

MM1(SS) Farmer  
Submarine (AUX) E1-E5 Detailer  
PERS-403CN

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### *ET/EM continued from previous page*

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plete correspondence courses. These add to your personal knowledge base and may be the one small thing that sets you apart from your peers for that selection to chief petty officer, limited duty officer, or chief warrant officer. Remember, it's your career, take charge.

ETC(SW) Frank B. Emerick  
Surface Nuclear ET/EM  
(E-6 and below) Detailer  
PERS-403CK



USS MICHIGAN (SSBN 727) "Gold" returns to its pier at NSB Bangor, Wash., following a patrol. U.S. Navy photo by JOC Larry Coffey.

# Auxillaries - Making the Most of it

I'd like to start by congratulating all of our new chief petty officers. Your selection is proof of your superior performance.

"Senior chief, I'm at my nine-month window and I want a billet that is career enhancing." I get this same request daily, and though I can appreciate an individual's desire to excel, there seems to be some misconception. One of the keys to successful career management is this understanding: Billets do not enhance a career, your performance does! There are many things to take into consideration when attempting to plot your career path, the

first of which is to establish both your short and long term goals.

What do you want to accomplish during this underway? This tour? This enlistment? The goals of most Sailors can be summed up by advancement, education, retention or earning a commission. Amazingly, the road to get there is the same for each. Take the time to ask yourself the following questions:

\*Do my previous assignments demonstrate diversity and sustained superior performance?

\*Do I routinely volunteer for and accept those challenging duties and assignments?

\*Do I demonstrate "team-work" through my command and community related activities?

\*Am I willing to make the personal sacrifices necessary to obtain my goals?

While you are advancing throughout your career, evaluate and reevaluate your goals. As you accomplish a goal, set your sights on a new one. Finally, make use of all the resources available to you (i.e., LPO, CCC, detailer, Navy Campus, etc.).

*MMCS(SS) John S. Stapleton  
MM (AUX) E6 and above Detailer  
PERS-403CM*

## Factiod



98 percent of the CPO selectees (FY00) had one or more warfare qualifications. Jump start your career today!

## MM - Are You Prepared?

Are you prepared? I'm not talking about Y2K preparedness, I'm talking about career management. For all first class petty officers out there, the time is near. The E7 exam is around the corner. For the fortunate ones, the board is a hop, skip and a jump away. Be proactive in ensuring your microfiche and Enlisted Summary Record (ESR) are current. Don't wait until the last minute, you need to start now!

Career management should be taken onboard by all rates/ratings. To all junior Sailors out there, you should not wait until you are a first class petty officer to decide what you will need to make chief. The road to chief, or

any commissioning program, started the day you walked into boot camp. The biggest factor in your selection is your sustained superior performance at sea. You should take advantage of your opportunities while at sea. You need to earn a warfare specialty, and set a goal to qualify Propulsion Plant Watch Supervisor (PPWS). Make a difference in your life by taking charge of your career.

*MMC(SW) Jason V. Julao  
Surface Nuclear MM/ELT  
(E6 and below) Detailer  
PERS-403CR*

# MM(SS) - Making the Right Choice

Hello from Millington! I am MMC(SS) Rodney Arnold, and I have relieved MMC(SS) Roberts as your Machinist's Mate (Weapons) Detailer. I have served onboard USS CINCINNATI (SSN 693), TUCSON (SSN 770) and most recently AUGUSTA (SSN 710). Some of you know me from my tour at Submarine Training Facility, Norfolk, Va. I look forward to working with all of you to meet the needs of the Navy while enhancing your career.

How can we enhance your career? Yes, your career! Let's discuss clues as to how to best manage your career for advancement. A career starts the moment you raise your hand for the first time, get that first haircut and put on that first set of dungarees. You have to manage and nurture that career from the beginning. Know what your goals are 5, 10 and even 20 years from now? Start those goals by qualifying your watchstations and completing your warfare qualifications in a timely manner. Next, start studying for the next rating exam months in advance, not the week before. Use your PARS and bibliography to aid you in becoming the system expert on each weapon, gun and torpedo tube, mark and mod. Utilize publications or CDs found within the division to expand that knowledge. Become so familiar with the Conventional Weapons Manual, NAVSEA OP-4 and OD 44979, procedures that you can recite them from memory.

As you advance through the ranks as a petty officer, take on more collateral duties for the division and ship. Qualify in senior watchstations like Conventional Weapons Handling Supervisor and Chief of the Watch before you go to your first shore duty. Since we have taken over the surface TM community billets, you can increase your knowledge base and diversify your career by going to one

of the MK-48 shops in Yorktown, Va., or Pearl Harbor, Hawaii, with some making a stop at Keyport, Wash., for ADCAP "C" School. Others will opt to increase travel opportunities and diversify their careers by going to a tender in La Maddalena, Italy, or Guam. Now excel at that weapons facility or tender and start working on your degree. As an added bonus to travel that a

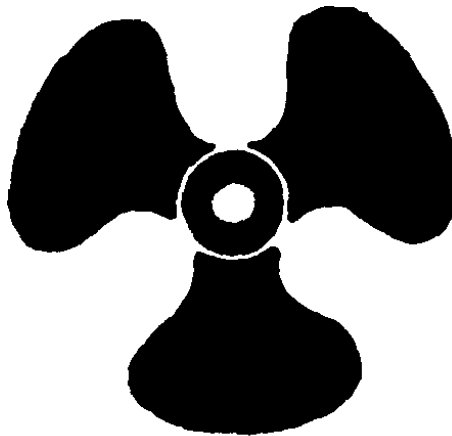
tender brings, opt for another warfare device to enhance your evaluations and career portfolio that the CPO selection board will be looking at in five years.

Once you make first class and roll back to sea, take an LPO billet on an SSN or SSBN. Qualify DOOW, take on major command collateral duties and continuously try to improve the division, command and others. Learn the 3-M system and all programs forward and back-

wards. Ask yourself, "If I am the chief at my next command what will I need to know? Where are my weaknesses?" Emulate "The Chief," and talk to the Chief of the Boat about his career and yours. Discuss options with your Command Career Counselor (CCC). Favorable evaluations will follow, and so will advancement.

Manage your career! Do not rest once you make rank, continually strive for the next one. Take the hard jobs, stay in rate, increase your knowledge base and diversify your duty stations to increase your paycheck and advancement opportunities. Knowledge is the key. For questions or concerns about your career, talk to your chain of command, CCC or call or send me E-mail. Keep charging and stay Navy.

*MMC(SS) Rodney Arnold  
Submarine MM (Weapons) Detailer  
PERS-403DF*



# FT - Welcome to the New Detailer

I would like to welcome aboard my relief FTCS(SS) Stan Cox. Senior Chief Cox has served the Navy on three submarines, as Squadron FT and represented us on the SUBPAC TRE Team. He has a very good understanding of the FT rating, and where we are heading in the future. I would also like to take this opportunity to thank all of the people who have been very helpful to me throughout my tenure as the FT Detailer. I really enjoyed dealing with all of the FT community. I believe we have done a good job together in manning the fleet and taking care

of your needs. As many of you know, you can't always please everyone. However, I feel we have done a better than average job of dealing with FT manning issues. Thanks again to everyone.

On another note, I would like to discuss career planning for the FTs. You have to plan your career. We are at a point in the FT rate to take advantage of the outstanding training. Everyone should take advantage of every opportunity to advance. To do this, you must start studying early. Don't wait until the last minute to prepare yourself for advancement. Our training

pipelines now include LAN Administration and provide an excellent chance to increase your technical knowledge. Plan your schools early and work with your CCC to increase your advancement opportunities and training opportunities for yourself. Do the hard jobs. Be an instructor. Take the staff jobs when they are available. The bottom line is if you don't set yourself up to contribute to the FT rate and are looking for the easy way out, then your career won't be what you want it to be.

If you have any questions please contact FTCS(SS) Cox at DSN: 882-3621, Comm (901) 874-3621 or send E-mail to [p403dg@persnet.navy.mil](mailto:p403dg@persnet.navy.mil).

*FTC(SS) Robert Emry  
FC Detailer  
PERS-403DG*

# MT - No Magic Billets

One of the most common requests that I get since I've been a detailer: "Chief, what billets do you have that are really career enhancing?" My answer is usually, "all of them." The truth is there is no such thing as a "magic billet" to enhance a career. You have heard this before, but the job is what you make of it. Just look around at some of the people you know who have been advanced, and are now wearing khaki, over the past years. There has not been one job or even a type of job that has proven to be "career enhancing." You make the job a success or just another job. The

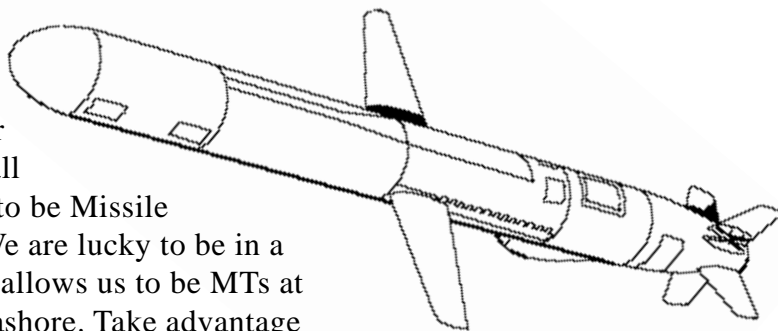
point is, when planning your future, look at what is challenging. What the heck, find what you would **like** to do within our rate.

We, for whatever reason, all decided to be Missile Techs. We are lucky to be in a rate that allows us to be MTs at sea and ashore. Take advantage of shore duty, and be the best at what you do.

Congratulations to all the recent advancements. A little hard work does pay off. To those of you who are wearing shiny new khakis, welcome to

the mess! Use those skills that got you to this point every day.

*MTC(SS) Darryl L. Muir  
MT Detailer  
PERS-403DE*

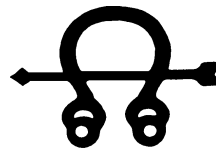


# STS - Notes on Your Next Assignment

It's time for you to negotiate your next duty assignment. When the Command Career Counselor (CCC) posts the JASS requisition list, do you look for the type of billet, location or both? Most of us look for a specific geographic location. We've all seen "dream sheets" with locations like Australia. Sometimes we get the right billet in the right place, and sometimes we don't.

Good career planning must include the type of billet as the primary factor in your selection. The reality for the Submarine Force is that most of our billets are concentrated in New London, Conn., and Pearl Harbor, Hawaii. These locations have a variety of billets, both sea and shore that are challenging and career enhancing. There are career enhancing billets in all submarine ports, and other locations like Washington, D.C., for example.

Use the whole three-month window to negotiate your orders. Look at the JASS requisition list early. Take the time to plan your career years in advance, further than your next immediate assignment. Give serious thought to what the billet in the geographic location you want is going to do to advance your career. Utilize your CCC, chief and the detailers to help you make the right decisions that will keep you moving up in today's Navy.



*STSCS(SS) R. Dawsonia  
STS (E6 and below) Detailer  
PERS-403DH*

*STSC(SS) A. Grilli  
STS (E5 & below) Detailer  
PERS-403DL*

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# ET - Keys to Building Your Career

My name is ETC(SS) Christopher Gamblin, and this is my first opportunity to address you. I have relieved ETCS(SS) Otto as the Submarine ET (Nav) (E6 and below) Detailer. For all of you in the fleet, you should soon reap the rewards with the graduation of the pipeline students.

During my first couple of months onboard I have answered this question numerous times, "Chief, I'm approaching my window and I would like a job that is career enhancing." I applaud your drive, but keep in mind that while location seems to be the main concern, diversity and sustained superior performance are the keys to advancement.

**Diversification.** First, choose assignments early in your career that allow you to gain valuable experience in ET billets. A couple of examples are SSNs, SSBNs, CNO Special Projects and major submarine staffs (both CONUS and overseas). Second, develop the vast range of knowledge that makes you indispensable. The educational opportu-

nities available today are astounding. We have in rate schools via the pipelines, college courses (no matter what the command type) and OJT. Third, associate yourself with success and talk to your Sailor of the Quarter/Year, and see what they have done to excel. These Sailors are prime examples of how to succeed.

**Sustained Superior Performance.** One of my favorite quotes was my grandfather's, and I will pass it on to you "Son, if you're going to build a dam halfway, watch a beaver, if you want to do it right, learn from the man who built the Hoover Dam." During your day-to-day tasks you should never stop at your primary NEC. Seek out the secondary NECs and divisional/command collateral duties that will give not only your division but also your command maximum flexibility. Talk to your chief, who has a wealth of knowledge and advice to draw from. Also talk to your Command Career

*Continued on next page*

# Prepare Now for Your COB Tour



As I begin my tour here at PERS-403, I would like to thank ETCM(SS) Marshall for the fine introduction and a great turnover. I'm sure that I speak for everyone as I wish him all the best in

his new position as the PERS-4 Master Chief. Fortunately for our community, there is no loss of continuity as Master Chief Marshall is only down the hall and is always ready to assist or provide guidance.

In this, my first article, I want to address the entire spectrum of the Chief of the Boat community: incumbent, prospective and future COBs. Our community has never been healthier - there are many prospective COBs ready and willing to be your relief. We need to continue to identify those Sailors early on that demonstrate the potential to fill this demanding position, and groom them to ensure our future replacements are ready.

It is imperative that our prospective COBs strive to prepare for the challenges ahead. Continue to learn from your COB/CMC by assisting them in

both the daily routine and special program management. Your time will come, but you need to contact me early. You must attend the Senior Enlisted Academy prior to assignment as a Chief of the Boat, so use the six to nine-month window as a guide to ensure we meet both your desires and fleet requirements.

There is not a more rewarding and challenging job for a Sailor in the Submarine Force than his tour as a Chief of the Boat. Prepare now! The morning that you are frocked to senior chief is probably not the best time to decide you want to be a COB. Start early in your career when you are a junior petty officer. There are many opportunities to start you on your way. Get involved in your command and take on collateral duties and additional responsibilities such as Command Career Counselor, Command Assessment Team Member, Recreation Committee Member; the list goes on. There are also many professional growth and self-improvement tools available. The Chief of the Boat qualification guide and leadership courses are but a few. As always, your COB/CMC are the most valuable assets in your development toward achieving your goals. As the number of submarines get fewer, the COB jobs will become more competitive, so set your goals and start now.

I look forward to working with all of you, and in future months I will be out in the fleet to meet with you personally. As everyone is well aware, retention and professional growth of our Sailors are top priorities, a primary function of the COB. Working together we can do the right thing for the Sailor and improve retention at the same time. Call or E-mail me with your concerns or suggestions.

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### *ET - Keys to Career, continued from previous page*

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Counselor (CCC) and Chief of the Boat. They understand what's best for your future and will point you in the right direction in today's Navy.

I take great pleasure assisting you with your career path and look forward to providing you with the best possible service.

*ETC(SS) Christopher D. Gamblin  
Submarine ET (E6 & below) (14NM/SM/IC/QM) Detailer  
PERS-403DC*

*ETCM(SS) Chris Shannon  
COB Detailer  
PERS-403EH*



# MS - Look Ahead for Opportunity

In the days of the 600-ship Navy, it was possible to go from sea to the galley and then back to sea with little thought of whether or not it was career enhancing. You could even make chief eventually. Today, the tides have turned, and it is now up to you to set your goals early and reevaluate them often. Every duty station you choose impacts your career. For submarine MSs, it's still all about sustained superior performance at sea, but it goes deeper than that today. Our jobs now have built in the challenge of getting more done

with fewer people in shorter amounts of time.

Opportunities on shore duty range from personal quarters to flag duty in any of a dozen ports.

In reviewing the records of our new CPOs, the trend appears to have been not only stepping up for the hard jobs, but not staying in the sea duty to general duty rut for more than one cycle. With so many choices to pick from, a tour of duty as a company commander or a recruiter can only help.

By looking out early in your tour at what is next for you, you

can open the door to anything the Navy has to offer.

Don't hesitate to use your Command Career Counselor or give me a call before you put in that JASS application.

*MSC(SS) Jeff T. Garnsey  
Submarine MS Detailer  
PERS-403EG*

# SK - The Way to Succeed

Responsible career management is more important than ever. Extreme competition for advancement from E4 through E9 is the reality felt by all submarine SKs. However, our proven performers continue to advance. Who are these top performers? They are the individuals who go where they are needed most. To be competitive for that next chevron, anchor, special assignment or officer program, here are a few suggestions: Continue seeking more demanding duties, demonstrate responsibility through collateral duties and qualify COW/DCPO/DOOW.

Remember, top performance will pave your way to success in the Navy. Stay in touch and call me with your questions at DSN 882-3640, Comm (901) 874-3640.

# YN - Keep Charging

The key to maximizing your professional development is to seek out the hard assignments and perform well in them. If you are completing a sea tour, look for an assignment that will increase your in-rate knowledge and experience. If you have completed a tour at a submarine squadron, consider a tour at a major submarine staff, an assignment in Washington, D.C., or at a nuclear support command. Keep charging! Full speed ahead!

I'd like to say congratulations to our new petty officers and chief petty officers. Submarine yeoman advancement opportunity to chief petty officer has been excellent in the past three years. I can't make any promises, but I don't foresee that changing next year. As best as I can tell, the board continues to

look for sustained superior performance, varied assignment types, qualifications (Chief of the Watch and Diving Officer of the Watch) and collateral duties. It's hard to make YNC(SS) without a leading yeoman tour, but not impossible.

This will be my last article, and I take pleasure in introducing my relief, YNC(SS) Wade Reynolds, coming from the USS SAN FRANCISCO (SSN 711) in Pearl Harbor, Hawaii. Both he and I welcome any input you would like to provide to better our community. We are available by phone, BUPERS access, E-mail or the Internet. I hope to see you in the fleet.

*YNC(SS) James Fuller  
Submarine YN Detailer  
PERS-403EF*

*SKI(SS/DV) Steven R. Chmielewski  
Submarine SK Detailer  
PERS-403EJ*

# AE - Yes, We Do Have “C” School

I would like to take this opportunity to introduce myself to the rest of the community. I am AECS(AW) Leyden, the new AE E7/E8 Detailer. Also checking aboard is AEC(AW) Eakins who will be the E1-E4 “A” School Detailer. AE1(AW) Melendez will take over the E5/E6 detailing. I would also like to say thank you to AECS(AW) Gross who has transferred, and did a superb job while assigned to NPC.

Since arriving here in mid July, one thing has been very obvious to me. Many of you do not know that we still have a “C” School available for E4-E6. This is the same school the AT rating goes through, an intense 24-week course in advanced electronics. Instruction includes training in

advanced transistor theory, radar, communications, computers and an assortment of math courses. The beginning of the school is math intensive, so there are prerequisites of having Math Volume I & II completed prior to arrival.

This is a PCS move to Pensacola, Fla., so your family can go with you. Be prepared for a lot of studying and challenging labs. You will earn a 6701 NEC upon successful completion of this school. This course of instruction equates to up to 33 recommended college credits. It is a very worthwhile school for career advancement. It teaches you everything an AE needs to know for the rate portion of your advancement exam.

Many of you are wondering how to better your career. It takes plenty of studying, drive and determination. The competition is very fierce, so consider your next assignment the stepping stone in progressing ahead of others. Forward deployed units and isolated duty assignments are where the hard to fill billets are, but they will not make or break your career. It is what you accomplish during the assignment that will set you apart. AEs possess vital qualities that will separate you from others, so take the hard billet assignments and excel at every opportunity!

*AECS(AW) Leyden  
AE E7/E8 Detailer  
PERS-404CE*

# AO - Get Help Managing Your Career

We’re here to work with you for that next set of orders, but it is up to the individual Sailor to take responsibility for his or her career by working closely with their career counselor prior to entering the nine-month PRD negotiation window. Actively pursue your desires, but do not limit your choices! Strongly consider the high priority, challenging and career enhancing billets. If you are unsure of the demands of a particular job, do some research and find out what it entails. Your career counselor can help you do this and so can your detailers. If we don’t know the answer to your question, we’ll be happy to put you in touch with someone who does.

The career path you choose will have an impact on your future promotions to chief, senior chief and master chief. Accepting a challenging

billet and excelling in that position is the key to a successful Navy career. We highly encourage you to work with your career counselor to help you make your important decisions and set milestones for your career. We will work with you and your career counselor to help you reach your career goals.

We have welcomed aboard a new detailer, AO1(AW) Rivera, from Roosevelt Roads, Puerto Rico. He will be detailing the AO “A” School graduates. Check the Detailers’ Directory for a complete list of your detailers.

Keep it safe out there, and stay in touch!

*AOCM(AW) Oswald  
AO E7-E9 Detailer  
PERS-404CR*

# AC - Program Expands Career Options

I am often asked for career advice. My advice is to have a well rounded career. Don't go back to the same command and try to avoid the same type of facility. For example, if you've already been to sea on a carrier, try an amphibious ship next time. If you've been to an approach control, try a FACSFAC.

The most important thing is to get qualified as far as you can at whatever facility you go to. Just going to sea doesn't do it - you have to get qualified. As an

airman, no one expects you to be a CATCC Supervisor, but get qualified as far as you can and do your job to the best of your ability. As an LCPO, it's always wonderful to have hard-charging individuals in the training program! As the detailer, it's wonderful to have individuals who want variety in their career and don't try to homestead in one area.

A new program called Phoenix Controller 20 (PC-20), was approved in September and should help improve retention of those individuals who "answer the call" of the FAA. This program allows controllers to serve in the military past 30 years of age (the normal hiring limit for new FAA air traffic control-

lers), retire, then have an opportunity to work for the FAA. To be eligible for hire under the new hiring policy, military controllers must have retired after at least 20 years of military service and have received either air traffic control specialist certification or facility rating to FAA standards. Now, you can have

the best of both worlds! You can travel around the world, have a retainer check for the rest of your life and be a civilian controller! It is not a guaranteed hiring pro-

gram, but at least now our "senior" controllers will still be eligible to apply.

PC-20 is a new opportunity for retired air traffic controllers. Application forms and job announcements will be available through the FAA Web Site or contact the region you are interested in to determine when the region is hiring. Those eligible should then send the application to the appropriate FAA region (find the address at <http://jobs.faa.gov/phone.html>.) Regions should not be contacted until after 1 Dec 99.

***PC-20 permits Navy controllers to work for the FAA after retirement.***

*ACCM(AW/SW) Gohranson  
AC E5-E9 Detailer  
PERS-404DF*

# AG - What Type Duty Should I Request?

How many tours overseas should I expect as an AG in a 20-year career? How many type two sea commands should I be expected to do? These questions are not new ones to the detailer; in fact, these are questions that are asked daily.

The new NAVADMIN on sea/shore duty will, for the first time, more accurately describe how an AGs career path should progress based on the communities billet distribution. AG rotation is established as OUTCONUS and

CONUS tours vice sea and shore tours. OUTCONUS tours include Types 2, 3, 4 and 6 duty; CONUS duty activities include all Type 1 duty. A typical rotation pattern will consist of one Type 2/4 sea tour, one CONUS shore tour and one overseas tour. Members on dependent, restricted or overseas tours with a tour length shorter than 36 months may be reassigned to sea duty to fulfill their Prescribed Sea Tour (PST). AG "A" School graduates are assigned to sea/OUTUS for their initial tour, or

advanced "C" School training for the best qualified candidates. A normal CONUS tour for AGs will be 36 months normal OUTCONUS/sea tours will not exceed 42 months. Although we all realize that duty assignment plays a role in advancement opportunity, more important than duty assignment is performance.

*AGCS(AW) Sherman T. Biffle  
AG Detailer  
PERS-404DH*

# AZ - A Fulfilling Career Path

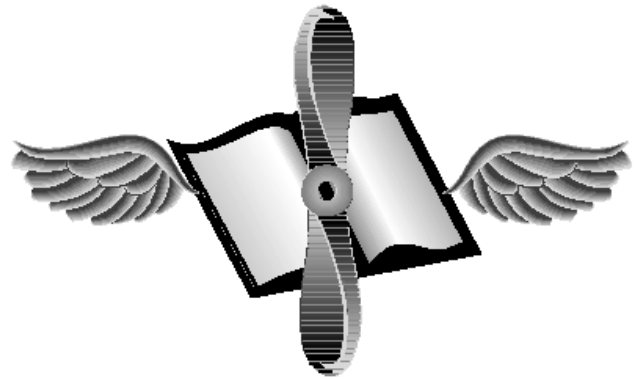
Howdy shipmates. I'd like to talk about a typical AZ career path and possible billets you should be looking for. As we have all seen lately, your choices for new jobs have been severely limited due to the lack of available Sailors. That statement in no way means that you will not be able to follow a career path that will be rewarding, fulfilling and competitive for advancement. We will always strive to provide the fleet with the most diversified AZs that we can.

That being said, if you are currently assigned to an "O" level command, you can reasonably expect your next assignment to an "T" level command. This is especially true for E4 and below Sailors. Once you become an AZ2 or AZ1, you should be looking for a staff command (AIRLANT, AIRPAC, NAVAIR, NAVMASSO, SPAWAR), an instructor billet or even an out of rate tour as a Recruiter or Recruit Division Commander. When going to sea, everybody wants that VP command, but we don't have 2,900 VP sea duty billets. We do have many Type 4 sea duty billets that are getting harder and harder to fill. These are our forward-deployed commands in Japan, Sicily and Spain. As an AZ, you can reasonably expect to be assigned to at least one overseas billet in your career.

I continue to hear AZs say they are looking for easy shore duty. Although some billets will always seem more desirable than others, that doesn't delete the requirement to fill the least desirable billets. As AZs, we are not platform (F/A-18, EA-6B) specific, which means we are all eligible to move from one platform to another with each new assignment.

Please keep in mind that your career is your responsibility. We'll do everything we can to provide guidance and all the information you need to make an intelligent career decision. What we can't do is take away the hard jobs that are out there.

Always remember that we are here to assist you in your career development. We will do all that



we can to ensure you go to the right billet at the right time. Please ensure that you utilize your Command Career Counselors, LPOs and Division CPOs, because they are where you would like to be. As always, keep the E-mail coming

*AZC(AW) Philip Vyce  
AZ (E5 and Below) Detailer  
PERS-404DK1*

## PH - Make a Plan

Do you have a plan for your career? Sounds like a strange question, but you can't imagine how many people plan their career one tour or one enlistment at a time. It's good to have short-term goals, but if you don't forecast beyond that, you could very well lead to a 20-year career lined with missed opportunities. Consider using this four-step process to chart your career, and remember, the sooner you develop your plan, the more successful you will be.

**Establish goals.** Set long-term and short-range goals. Establish where you want to be in 20 years, and develop a path to get there. Seek greater responsibilities and duties that will help you develop your skills and prepare you for the next higher paygrade. Once advanced, continue to study for the next exam cycle. If desired, take advantage of Officer Commissioning Programs (i.e., BOOST, EEAP, ECP, OCS, LDO).

*Continued on next page*

# AW - Flyer Incentive Pay Program

The AW rate, much to the surprise of many, is alive and doing quite well. There are many changes taking place that will affect everyone, the biggest of which is the CEFIP (Career Enlisted Flyer Incentive Pay) program.

Even though it is not the big pay increase in the papers, it is a major change in how we'll get paid. For one, we will be getting flight pay and not hazardous duty pay. The program is almost identical to the officer plan. We'll be required to meet gates that will be tracked in months of flying that a member is assigned to a DIFCREW billet. A NAVADMIN

will be out soon outlining the entire program. We are still undermanned in NECs 7876/7815 and 7846, and we are still paying top dollar in SRB for those NECs.

There are new SRB and SDAP numbers due out soon that should make a lot of the rating very happy. Our advancement numbers should continue to improve. A large number of senior people are retiring, so for those looking to promote, the next two years should be good.

We also need to remind everyone that the detailing window is still six months from PRD, vice the old three-month window. At the six-month point, we con-

sider you to be at the EDWIN (Enhanced Detailing Window) point. Upon achieving EDWIN, we are required to have you under orders (except for Sailors with extenuating circumstances).

Remember, the sooner you contact us with your desires, the easier it will be to accommodate you.

If you need to call us and have to leave a message, please leave your SSN so we can look you up before we return your call. As an old friend of mine used to say, "Keep your feet dry."

AWCM S.P. Fishbein  
Aircraft Detailer  
PERS-404EC

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**Make goals attainable.** Consider training opportunities, obtainable qualifications (Aviation/Surface Warfare, Company Commander, Recruiter) and leadership opportunities (LCPO, LPO, Production Petty Officer).

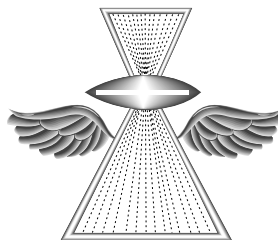
**Commit yourself.** Maximize your effort and make a positive contribution to your command. Strengthen your weak areas. Obtain a warfare designator while on sea duty and attend college at sea and ashore. Have the Navy College Office review your record for college credit.

**Check your progress.** Review your microfiche and Performance Summary Record. Ensure that they are current and accurate.

During orders negotiation, don't wait till the six-month window to call. Remember that personnel must be under orders at that point. Try and plan beyond your next duty station. For example, if your

plan is to go from an East Coast billet to a Pacific Coast billet or vice-versa, plan to go to a Bureau-controlled billet in between. PCS is also an excellent time to request schools. Remember, however, training is linked to ultimate command's mission/requirements.

One last issue to remember (especially when choosing shore duty) is a billet's competitiveness. You might want to consider out-of-rate billets when rolling to shore duty. White House Television, Instructor duty, Company Commander duty and Recruiter duty all have had a lot of promotion success. These billets can provide an excellent opportunity for junior first class petty officers eligible for chief to be competitive for selection.



PHC(AW/SW) Thomas Coffelt  
PH Detailer  
PERS-404DL

# Qualifications Key for Aircrewmembers

There are many questions that aircrewmembers ponder during their career, but the biggest question is.... Where can I go next for my career? Instead, consider what you can do for your career.

There are a number of things that can help a career, but the most important one is to become warfare qualified. Yes, we aircrewmembers wear the wings of gold and I know that the aircrew wings are very near and dear to our hearts, but aircrew wings have yet to be considered a warfare designation. So, the number one item for all aircrewman is to become warfare qualified. The next logical step would be some arduous shore duty, i.e. instructor duty, Recruit Company Commander or recruiter and earn the Master Training Specialist (MTS) designation.

Some things you can do while at your current command is to get involved with the Navy-Marine Corps Relief Fund Drive or other drive. You can also get involved with command-level initiatives

such as the Command Training Team (CTT), Command Assessment Team (CAT) or become a Navy Rights and Responsibilities facilitator (NRR).

Education is important too, so if the opportunity arises through formal education or correspondence courses, go for it. The biggest thing to remember is that it is not where the command is, but what is done and how it is done while attached to that command. Sustained superior performance in combination with a warfare qualification, command support, community support and education make up the equation that makes a good career. So instead of asking, "Where can I go next for my career?" maybe one should ask, "What am I currently doing for my career?" Until next time, keep it low and slow and fly safe.

*AVCM(AW/NAC) Marc T. Olson  
Aircrew IFT/EWOP/RM Detailer  
PERS-404ED*

## AMSC - NDI School Requirements Change

Hello. I am AMS1(AW/SW) Brown's replacement. I'd like to talk about some changes to the NDI school requirements. We are now doing follow-on orders with the school en route. The mandatory sea assignment after school has also changed. We are doing our best to maintain your sea/shore rotation. The obligated service requirement is 30 months from class convening date or time on station, whichever is greater, per the ENLTRANSMAN. These changes do not affect any previous orders written or executed by service members.

I'd like to reiterate the importance of the detailing

window. The negotiation window is nine to six months out from your PRD. Extension requests need to be submitted as early as one year out. Do not wait until your billet has been filled and then try to extend.

If you have questions, please contact me via phone or E-mail. Thanks, and I look forward to hearing from you.

*AMSC(AW) Sims  
AMS E5 and NDI Detailer  
PERS-404EJ1*

## Reel Operators Wanted

We need you! There are currently numerous open billets for P-3/E6 Flight Engineers, along with E6 Reel Operators. If you are considering F/E in the E6 platform, please understand that we only have 24 seats a year; therefore you must apply NLT 12

months out from your PRD and remain flexible. This still does not guarantee which platform you will get, but I'll do my best. If you are an AD, AE, AM or AO (AOs need O level maintenance experience) and would like to try a challeng-

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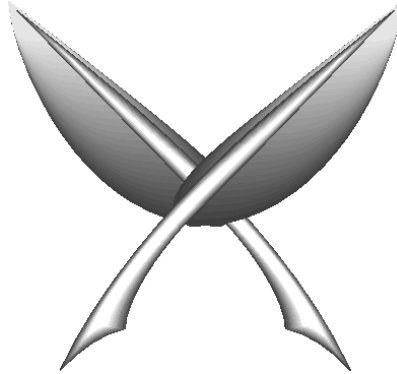


# The YN Flag Writer School is Back

Hello, I'm YNCS(SW) Darwin Brown and I have relieved YNC(AW) Jean Hall as the Flag Writer Detailer. I reported to PERS-405 from USCINCPAC (J3), Camp Smith, Hawaii.

Flag writer (NEC 2514) is now a formal "C" School. We will no longer train flag writers through the OJT/CD ROM program.

If you are a warfare qualified YN1, looking for a challenging and rewarding position, apply for the Yeoman Flag Writer



School. The curriculum consists of English grammar, protocol and office management... *no short-hand!* The school is located in

Millington, Tenn., and is scheduled to be six weeks long.

Upon graduation, flag writers will be assigned to flag staffs without consideration to sea/shore rotation. We have billets in Washington, D.C.; Norfolk; Hawaii; San Diego; Florida; Washington State; Europe and the Far East.

For more information on submitting a complete YN "C" School package, contact me.

I am excited about the opportunity to work with the flag writer community and look forward to working with any prospective flag writers out in the fleet. I will do my best to continue to provide the same outstanding service that Chief Hall provided during her time onboard. If you have any questions about the school, please call me at (DSN) 882-3732, Comm (901) 874-3732.

YNCS(SW) Darwin Brown  
Flag Writer Detailer  
PERS-405CD5

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### ***Reel Operators, continued from previous page***

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ing new job, submit your 1306/7 in accordance with the TRANSMAN Chapter Nine. Look for more information on the Naval Aircrew Program in MILPERSMAN 1050305.

Experienced P-3 Flight Engineers (second tour or better) are aware of the need to balance this experience within the VP community, as well as in the VQ and VPU communities. We are receiving a fair number of first tour F/Es from VP-30, and each command deserves the opportunity to season these junior Flight Engineers. This is accomplished by the experienced F/E.

For the shore duty eligible Instructor Flight Engineers, we need your talents in the Fleet

Replacement Squadron (VP-30). This said, please don't be surprised when I ask you to screen through VP-30 prior to negotiating for shore duty orders. I would also like to take this opportunity to put a plug in for VP-30 duty. Yes, you will be asked to participate in training flights, although the normal is 2-3 training flights a week. You are also guaranteed to be home every night (barring natural disaster) or a NAV Ext Flight. This is also the perfect place to start/finish your college education. From personal experience, I strongly recommend an instructor tour at the FRS. This is not only a career enhancing tour, it is also very rewarding.

AECS(AW/NAC) T. M. Saylor  
Flight Engineer/Reel Op Detailer  
PERS-404EH

***Learn what's  
happening in your  
community. Read  
the ECM/Technical  
Advisor section in  
the front of LINK.***

# PN - Greetings From Your New Detailers

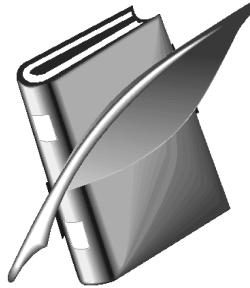
The PN Detailer shop has two new detailers. Welcome aboard PNC(SW/AW) Sandra Southall and PN1(SW) Timothy Bailey. Chief Southall is coming from USS BATAAN (LHD-5), and will detail E5-E6 personnel. Petty Officer

Bailey is coming from USS SEATTLE (AOE-3), and will detail E4 and below personnel. Both of our new detailers have been onboard for a few months and are ready to answer any and all questions.

Individuals approaching their PRD window need to assess their career intentions. Do you have your warfare designator? Have you served in a variety of different commands? Are you competitive for advancement? What billets will make you more competitive for advancement or officer programs? Once you've looked at those factors, it comes down to what is currently available on JASS.

Remember, the detailers are required to assign qualified personnel to open requisitions that are prioritized by the Manning Control Authorities. As much as we would like to fulfill personal desires, we are required to make assignments to meet the needs of the Navy to maintain fleet readiness and accomplish the Navy's mission.

That brings us to JASS. If you don't have access to JASS at your command, get it. The entire Navy is on JASS, and all commands are required to have access. It is essential for you to look at the billets that are not on hold (without an "H"), and make applications via your Command Career Counselor. You have from nine months prior to your PRD up to your six-month point to negotiate for orders. You must have orders issued no later than your six-month mark. We strongly recommend you make more than one application (you can make up to five per JASS cycle). The JASS cycle is published on the "Back Page" of LINK Magazine.



Current PN manning reflects a shortage of distributable Sailors, but the PN rating is just slightly below 100 percent overall. This equates to more advancement opportunities than we have experienced in the past couple of years. From here on out, advancement opportunities should be proportionate to our stabilized manning levels. Bottom line: hang in there, things are looking up.

*PNCM(SW) Michael Hurt  
Senior PN Detailer  
PERS-405CE*

# BM - Planning For Your Fleet Reserve

I'd like to take this opportunity to say hello. The goal of all the BM detailers is to provide each and every BM with the level of service that you expect. Please contact us when you come into your nine-month PRD window. The needs of the Navy and the Sailor are high priorities. We can't match the two if you don't call, E-mail or apply on JASS.

For senior BMs, I'd like to discuss the number of calls and questions concerning Fleet Reserve requests. The MILPERSMAN has guidance on the specifics. From our perspective, many factors come into play including EAOS, PRD, time on station requirements and sea/shore duty rotations. You should also note that we do not approve or disapprove requests. We make recommendations, forward them through our chain of command, the Enlisted Community Managers and PERS-823. Remember, Fleet Reserve requests are just that - requests. Please take the time now to plan your future.

Questions? Give me a call. Better yet, stop by. Millington is conveniently located between the East and West coasts!

*BMCS(SW) Andy Lott  
BM E7 - E9 and Harbor Pilot Detailer  
PERS-405DC*

# QM - What Color is Your Service Record

Although your current assignment may not be what you thought it would be, its outcome is entirely up to you. You can't always pick your command or shipmates, but you can control your job performance. Whether you color your service record with added responsibilities and outstanding evaluations, or just doing your time, is up to you. Whether you get JOOD/OOD underway qualified is up to you.

When you are on shore duty, take advantage of the opportunity to further your education using Tuition Assistance. If you are not making rank, go back to sea. Sustained superior performance at sea will get you advanced in rate. Get those extra qualifications that we all know are attainable (JOOD/OOD U/W). Spend your time on shore duty to recharge, but think about rolling back to sea early. It helps you

advance by making you much more competitive for the board.

Rarely are we asked, "Chief, which requisition will help me the most in my career?" Different types of assignments will provide better opportunities for advancement. For example, a QM3 on shore duty does not have the same chance to advance in rate as his/her counterpart at sea. The QM3 on shore is not working on the bridge of a ship underway. Book knowledge can only take you so far. Practical experience enhances and solidifies your expertise in navigation. If you are negotiating for shore duty, you should consider special duty, instructor duty or anything rate-specific to stay proficient. The CPO selection board considers your past assignments and qualifications. As a QM2, you may have the opportunity to be the LPO. On certain ships, you may qualify as Conning Officer and as a QM1 and you may have the opportunity to qualify as OOD underway.

The detailer is your advocate. If you want something, ask. The worst we can do is say no. Remember that this is your career. Color your record with qualifications, education, sustained superior performance and above all - sea duty.

# SM - Ready Your Flagbag

"Man your STBD flagbag." Ahoy Shipmates! Let me take this opportunity to congratulate all of the new SMCs, SM1s, SM2s and SM3s. Our numbers for advancement continue to grow. It pays to study and take the right assignments. Speaking of the right assignments, most SMs seem to believe that we have an enormous amount of "general" shore duty. Not true. What would an SM do on shore duty anyway? I want to reiterate that we are a sea intensive rating. Signalmen are normally detailed to shore duty by the Special Programs Detailers (Physical Security, RDC, Recruiting, CAAC, EOPS, Brig, etc.). Therefore, it is vital that you keep yourself "screenable" for these programs. So, do yourself a favor and stay qualified for all the Navy has to offer.

The CNO recently approved a merger for all SM E7-E9 with Quartermasters. According to the Enlisted Community Managers, this process will take 18-24 months. Don't throw away your semaphore flags just yet. I hope that all SM chiefs will get on board with our usual "can-do flags" attitude. I, for one, am glad that they are allowing the CPOs to test the water prior to pushing the others in. It will be up to us to ensure that our junior SMs are going to be taken care of if we decide to complete an all-rates merger at a later date. Remember, you get what you inspect, not what you expect. "Secure from flaghoist exercise."

*SMC(SW/AW) Dwayne Reese  
SM Detailer  
PERS-405DD*

*QMCS Hillebrandt  
Senior QM Detailer  
PERS-405DE*

# MA - Career Path Facts and Thoughts

It's the beginning of the year 2000, and soon many MAs will be facing career path choices. To assist in those decisions, keep in mind these facts:

- ✓ MA3 sea/shore rotation is 60/36
- ✓ MA2 sea/shore rotation is 54/36
- ✓ MA1 sea/shore rotation is 48/36
- ✓ MAC sea/shore rotation is 36/36
- ✓ MACS/MACM sea/shore rotation is 36/36
- ✓ DOD overseas tours vary from 12 to 24

months unaccompanied and 24 to 36 months accompanied (See Figure 4A-1 of the Enlisted Transfer Manual for more information).

Each year, the MA detailer receives approximately 72 Military Police Investigator (MPI) School seats (NEC 2002); 74 Military Working Dog (MWD) Handler School seats (NEC 2005); Seven MWD Supervisor School seats (NEC 2006); and 30 Corrections Specialist Afloat School seats (NEC 2008). Thus, the MA detailer can only send PCS personnel to school who **negotiate for an NEC-required billet**.

For all MAs on ships at sea: with the current trend of more overseas shore (sea credit) duty than ships, your next sea duty tour may be overseas.

Earning your warfare designation now becomes all the more important. You may not get a second chance before your record goes before an advancement board!

Although there is no secret for success, a solid MA career should include shipboard sea duty, NEC detailed shore duty, arduous overseas sea duty, instructor/staff duty, and of course, more sea duty! Sustained superior performance at sea, as well as seeking positions where you will lead large numbers of Sailors, are career enhancing moves.

Use your three-month negotiation window wisely. Communication with your detailer is the key! The detailer must fill billets from the top down, based on Manning Control Authority (MCA) priority. Being undermanned means billets won't move up in priority until personnel in their negotiation window fill them. You must be realistic about your career choices and the consequences of those choices!



MAC(SW/AW) Marc J. Owins  
MA E7-E9 Detailer  
PERS-405DF

# MS - Your Fleet Reserve Timeline

It is important to keep in mind the specifications set forth in Chapter 3 of the Enlisted Transfer Manual regarding minimum time on station requirements for PCS moves.

These requirements are set forth as 24 months for shore duty and 12 months for sea duty, and may affect requested Fleet Reserve dates that are earlier than the prescribed tour requirements. If you are currently on shore duty and have nine months remaining on your normal shore tour, you can expect to transfer to sea duty up to three months prior to your projected rotation date (PRD). If you

are approaching your high year tenure (HYT), waivers may be granted for sea duty assignments only and are normally for billets that are at the top of the requisition. We encourage you to utilize your full three months when negotiating for orders. Apply for up to five billets via JASS. Keep in mind that we're only a phone call or E-mail away to assist you on your next career move!



MSC(SW) Ron Boroczko  
MS E6 Detailer  
PERS-405EC2

# PC/LI - Smooth Fleet Reserve Move

There is a time in everyone's career when they must make a decision to either take on that next challenging assignment, or if eligible, submit a Fleet Reserve request. For many of you, this is not always an easy decision. You have to plan your retirement, just as you have all your other career moves.

If you are on shore duty and do not plan to return to sea, please ensure your Fleet Reserve date is between the completion of a minimum activity tour and your normal PRD. Extensions on shore duty past the normal PRD for Fleet Reserve will normally be denied. If you are presently on sea duty and are planning to complete a 36 month tour on shore duty prior to submitting for Fleet Reserve, please ensure that you transfer from sea duty to match you shore duty PRD with your Fleet Reserve date.

Also, ensure your Fleet Reserve requests are submitted not less than six months, and normally, not more than 18 months in advance of the requested date. This allows NPC ample time for staffing your request and finding your command a relief, hopefully ensuring a favorable endorsement.

As always, I am available to answer any questions you may have when considering transferring to your next command or to the Fleet Reserve.

*PCCS(SW) J. A. Collins  
PC/LI Detailer  
PERS-405EE*

# SH - Plan Next Duty Now

Congratulations to all of the new petty officers and strikers who have earned the SH designator. Now is the time to start planning for your future. Some of you will be completing your sea duty soon. When you are in your nine-month detailing window, start checking JASS with your career counselor. We have shore duty billets, but only a limited

number. If you are considering applying for special programs, start early by contacting the detailer. These billets take extra time due to special screening requirements. Also, keep this in mind: It is your career and your planning should start *now*.

*SHC (SW) Sarah L. Harry  
SH E4 and Below/"A" School Detailer  
PERS-405ED2*

# JO/RP - Manage by the Numbers

"Managing your career by the numbers" is not as silly an idea as it might first appear! (Honest Guv!!). By numbers I refer to the types of duty that you may go to which are described by a number-Type-4, Type-1, etc.

Do you know what these 'sea-shore codes' mean? Are you aware that the career pattern you create with these numbers can be quite revealing to a selection board? If you know someone reputed to be a 'hard-charger,' check their career pattern for type duty codes and you'll probably see an impres-

sive collection of 4's, 2's and possibly a 3 or 5. Of course, the fast movers usually have a pretty decent presence in ships, forward deployed and overseas. There *is* a pattern! *You* design it. Call me if you want to know more!



*JOCM(SW) David Lovato  
JO/RP Detailer  
PERS-405CF*

# SK - All About Career Enhancement

There are no two words in the detailing community that get used more than “career enhancement.” You’ve heard it more than once from your detailers and your superiors. Remember when, as a junior SK, those crusty master chiefs encouraged you to take on command collateral duties and to accept arduous sea duty assignments in the name of (say it with Navy pride) “career enhancement?”

At your command, it means taking on added responsibilities, and eventually getting a more favorable personnel record as documented in your evals. As it relates to NAVPERSCOM and the detailing process, it is the willingness to take on duty assignments that are more challenging than your current billet,

and may be different than what one personally favors. It is maintaining an eagerness and the enthusiasm to accept the sea and shore rotation process as a fair and equitable program. The Navy’s policy of rotating individuals is a dynamic program that takes into consideration variances in personal needs and preferences. It has come a long way in rewarding deserving individuals who appreciate and put in the efforts to advance.

I am a firm believer that there are numerous ways to get a job done right, and that one’s naval career could be enhanced in a varied number of ways. But by the nature and mission of the organization which we have volunteered to be a part of, sustained superior performance at

sea remains the most vital part of the formula. Taking on a traditional sea-shore rotation (perhaps Type 1 and Type 2) certainly are looked on more favorably by selection board. Non-traditional assignments in the recruiting force, as a Recruit Company Commander or an “A” School instructor, are possibilities you should consider to enhance your career. Off duty, (or even while deployed) you can also work toward an associate’s, bachelor’s or even a post-graduate degree, which not only helps you while on active duty, but certainly makes you more competitive beyond your active duty days.

*SKCS(SW) Enrique M. de la Cruz  
Senior SK Detailer  
PERS-405FC*

# AK - Overseas Tour Incentives

OTEIP offers eligible enlisted personnel the opportunity to receive their choice of one of three incentive options for extension of their current PRD for 12 months or more. All enlisted personnel serving on Type 3 or 4 duty, and personnel assigned to Type 6 duty on or after January 1, 1998, are eligible for OTEIP. This includes Type 2 units in Hawaii. Personnel assigned to overseas duty are eligible for OTEIP once they have completed a DOD Tour, accompanied for those taking family members, unaccompanied for those who do not take family members. Units listed in OPNAVINST 4600.16 are also eligible for OTEIP.

To provide for centralized management and monitoring of the OTEIP program, all requests for

voluntary extensions of 12 or more months should be submitted to your detailer not more than 12 months or less than nine months prior to current PRD, utilizing the NAVPERS 1306/7. Timeliness of request submission is very important. If your 1306/7 is submitted less than nine months prior to your PRD, your requisition will be listed in JASS and may be filled by another Sailor. If that happens, we would not be able to approve your OTEIP request because it would put you in excess. So, get your requests in early!

*AKCM(AW) Terry A. Person  
AK E6-E9 Detailer  
PERS-405FD*



# **DK - Extra Responsibilities Weigh Heavily in Path to Advancement**

Advancement in the DK rating is highly competitive. The people who make it are the ones who challenge themselves. It is the goal of every career petty officer to advance to chief petty officer. One key to advancement is preparation. It is important to build a solid record throughout your career. I routinely receive numerous questions about what the selection board is looking for.

There is no "one thing" that a selection board looks for specifically. Don't wait until you make E6 to start punching your tickets. Consistently seek additional responsibilities and seek out educational programs. Also remember that the board has only your service record to review. Make sure your performance evaluations contain all of your accomplishments (i.e., special qualifications, warfare designations, off duty education, letters of commendation, awards, etc). It is your responsibility to make sure your record is up to date and contains everything you have done.

To obtain a copy of your micro-fiche, mail in a signed request with your name, social security number and return address to Commander, Navy Personnel Command, Attn: Code 313C1, 5720 Integrity Dr., Millington, TN 38055-3130. If there is missing or incorrect data, take the necessary corrective action. Start now!

My tour in NPC is rapidly coming to a conclusion. It has been my privilege and honor to serve the Navy and you as the Senior DK detailer for the past three years. There have been many changes to our rate. I have

encountered many gratifying experiences during my tour, and a chance to see first hand the quality of personnel who make up our DK community. You guys are the best! Thanks to all Command Career Counselors and the entire DK community for your support, patience and understanding. DKCM(SW) Manganti is reporting as my relief in March from USS CONSTELLATION (CV 64) in San Diego. I ask that you continue to give your support, patience and understanding to him. I know he will work hard to meet your needs and balance them with the needs of the fleet. Once again, my sincere thanks and best wishes to all.

*DKCM(SW) N. Denina  
DK E6-E9 Detailer  
PERS-405FE*



## **PROUD TO BE NAVY**

# FC - Above and Beyond the Norm

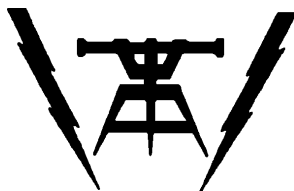
I receive many telephone calls and E-mails from Sailors requesting information on how to improve a career, or requesting that I send them to a job that will make them chief, senior chief or even master chief. My answer has always been the same. "It is not the job that makes the person, but the person that makes the job."

An FC can receive orders to the most demanding, advancement-potential filled job there is. If that FC does not take advantage of the situation and *perform above and beyond what is normally expected of that job*, the FC is just another Sailor competing for one of the few advancement slots at the next selection board.

To advance, a Sailor has to make sure they are performing at a level or two above the level that

they are hoping to advance to. An example is an E6 working at the E7 or E8 level. This is the type of performance that will get a Sailor noticed and over the top. This type of mindset will also ensure that a Sailor does not stagnate in a particular paygrade.

Additionally, a factor that should be considered in selecting a next assignment is maintaining a good mixture of shore training, sea and overseas assignments. A good mixture in harder assignments will demonstrate a "well rounded" sailor to the selection boards. The FC Detailers will gladly talk to you about job selection and enhancing your career.



FCCM(SW) Cherry  
FC Detailer Rating Lead  
PERS-406CF

# ET - Using JASS Effectively

The JASS system was designed to eliminate any unfair advantages perceived by the old detailing way of "first come, first served." Like any technology, the system is a tool that's only as smart as the user makes it. Some of the problems cropping up lately stem from user access time.

Every command utilizing JASS should have prescribed times for those in the window to apply for open billets. Recently, there have been many calls indicating "The Command Career Counselor is not available," or "I thought I would call you first to see what my chances were," or "This billet is on hold but I still would like to apply." JASS is a tool, and like any other tool, if you don't use it as prescribed, you will not get the desired result.

There are still too many Sailors wasting their picks on jobs that require cross training (i.e., Radar/Communications), or applying for the same job with all of their five picks for that requisition cycle.

NEC reutilization is key in a NEC intensive rating like ET.

Keep in mind that even with JASS, we as detailers are still required to have you under orders within six months of your PRD. The bottom line: if you use JASS effectively at the beginning of your window, you will surely have ample time to have a choice in your next set of orders. However, if you choose unwisely, or let your six to nine-month window close, you will lose your opportunity to choose, and orders will be issued in accordance with MCA priority.

As always, the ET Detailers are standing by to assist and provide career guidance, but correct and efficient use of JASS will make the detailing process better for all.

ETC(SW) Evans  
ET E1-E6 PACFLT Detailer  
PERS-406DE3



# OS - Successful Career Trends



I have received numerous phone calls since the results of the CPO Selection Board concerning the best career path for advancement. The answer is nearly impossible to define. I did an analysis of the most recent CPO and SCPO board results and found some interesting data. Keep in mind that I only looked at those who were selected for advancement, not all eligible candidates.

**Sustained superior performance** where assigned is the number one reason for advancement. The board does not have the time to determine whether you were assigned to your billet, were a non-volunteer to a program or aggressively negotiated for the billet. The board looks at your performance once onboard the command.

**Instructor duty.** 60 percent of the recent selectees to senior chief and 50 percent of the recent chief selectees filled a billet as an instructor. This indicates they stayed "in the rate" during their shore tour. Of those who were not

an instructor, a majority were assigned to special programs (9585-Recruiter, or 9545-Physical security, etc) while ashore.

**Critical OS NECs.** The following critical NECs were selected in the last advancement cycle:

	OSC	OSCS
0318/9	15%	14%
0324	42%	29%
0310/11	32%	35%
9585	14%	15%

Having a critical NEC certainly does not make you a chief or senior chief, but shows the board you are capable of being an expert in a subject area (Air Defense, Surface Warfare, USW, etc).

**Neutral duty.** Ten percent of the CPO selects were either assigned to an ATG either now or their last command. This speaks volumes about ATGs. As noted in the last LINK article, ATG duty is assigned to members who are shore eligible coming from arduous sea duty.

**Back-to-back sea duty.** Thirty-seven percent of the CPO selects did back-to-back sea

tours. A majority did a full tour in a ship, then a two-year tour on a staff or new construction.

The OS rating is in a period of change. Many of us in the OS rate remember when you could reenlist under the GUARD III program and receive a waiver of Prescribed Sea Time (PST). Due to current manning levels, we will not waive sea time.

Advancement opportunities to OS1 will remain challenging. The OS rating is still overmanned at the OS1 level. Waivers of High Year Tenure for OS1s are discouraged. OS1s who meet the requirements for conversion to another rate will likely be allowed to convert. NEC usage may prevent conversion in some cases. Contact your detailer if you are considering a conversion from the OS rating.

*OSCM(SW) Pritchard  
OS PACFLT Detailer  
PERS-406CQ1*

**LINK E-mail address:**  
**link@persnet.navy.mil**

# IT - Negotiating Your Next Orders

So, you're getting close to your EAOS, thinking about re-enlisting and wondering where you would like to serve your next tour of duty. If you have not completed your sea time, you have options, depending on where you are currently stationed. Sailors stationed on Type 3 duty (overseas shore duty counting as sea duty) should plan on going to Type 2 (conus sea duty) or Type 4 (non-rotated sea duty/sea duty overseas). These include ships stationed in the United States, ships stationed overseas (Japan, Guam, Italy, etc.) and forward-deployed USNS ships. If you are currently on Type 2 or 4 sea duty, and still owe sea time, you may want to go to Type 3 duty. You can even go to another Type 2 duty to help enhance your knowledge of the rate, especially if you are going to a different platform.

If you are a first term Sailor serving on Type 3 as your first tour of duty and thinking about extending or going to another Type 3 duty station, your request won't likely be approved. The reason is it decreases your opportunity for advancement due to having a narrow field of expertise, and gives you little opportunity for getting a warfare pin.

If you are coming off shore duty, you should definitely plan on a sea tour. Remember, we're in the Navy, and that means ships. We have far more sea duty billets than we do shore billets,

so extensions on shore duty and shore duty to shore duty are not normally granted.

For those of you that have completed sea time and looking forward to shore duty, you have two options. CONUS shore duty is normally the most appealing duty because it enables you to spend more time at home and be closer to family. Preferred overseas shore duty allows you to remain overseas and includes great billets in Japan, Spain, England and others. And for those diehard, hot running Sailors out there who enjoy the open sea air, the allure of overseas ports and high OPTEMPO associated with sea commands, you have the opportunity to continue your sea time.

Now, let's talk about schooling. The most often asked question for the detailers here in Millington is, "Can I get a school

with those orders?" Providing there is a valid NEC requirement with the billet, all pre-requisites are met and there are school seats available, you'll likely be assigned training enroute to your new duty station. You need to remember, though, not all requests for schooling can be accommodated, although we make every effort to include training in PCS orders.

If you have additional questions about the detailing process, visit your Command Career Counselor, read the Enlisted Transfer Manual and of course, we are always standing by to assist you.

Remember: "It is good to have an end to journey toward; But it is the journey that matters, in the end"

*ITC(SW) Jones  
RM E1-E4 PACFLT Detailer  
PERS-406DR6*

## STG - New Career Choices

We receive regular questions on what one needs to do to advance. If you're an STG2 or STG1, here are some suggestions: Take those hard to fill billets.

For the West Coast Sailor, consider those in Japan. Benefits include learning the language, more opportunities to hone your analyst skills, a chance to work hand-in-hand with the Japanese at shore sites... all of which

could lead to better advancement opportunities. The sites are ATGWESTPAC, Commander Naval Forces Japan and Forward Deployed Naval Forces, all in Yokosuka. These billets offer the chance to ensure a well-rounded career.

For you East Coast individuals, opportunities include St Mawgan, England; SURTASS

*Continued on next page*

# MN - Charting a Mineman Career

Taking an interest in an exciting career as a Mineman has never offered such variety.

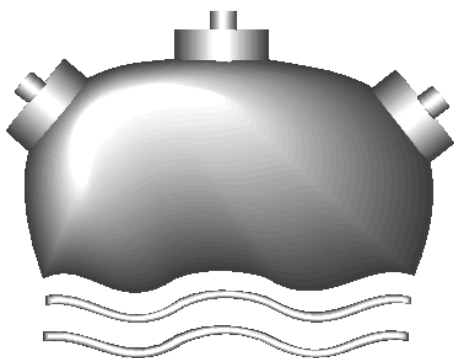
Minemen use a variety of skills both supervising and participating in: navigation, gunfire operations, electronic and mechanical trouble-shooting, handling mine components, surface mine hunting operations, Combat Information Center operations and more.

Following your prescribed sea tour (PST) and normal shore tour (NST) is imperative for career progression. Always strive for higher technical competency. Taking sea and overseas tours will pave the way and make you competitive for advancement.

Advancement at any level is a tribute to knowledge, professionalism, commitment and hard work. It brings more than just an increase in pay and benefits. Promotion also carries with it increased responsibilities and

greater accountability. To successfully meet the challenge and reap the rewards, it's a must to adequately prepare yourself for the advancement process.

Another critical ingredient to a successful career is a warfare



designation. Obtaining your warfare pin reflects persistence and motivation to broaden your knowledge. When you are eligible for sea duty rotation, choosing a Type 3 duty over a Type 2 or 4 duty will not give you the opportunity to earn a warfare

designator. "Sustained superior performance" succinctly summarizes the key: performance, knowledge and diversity of assignments help determine your career.

The Mineman rating is passing another milestone in history. Females are embarking onboard USS KINGFISHER and USS COMORANT. Rotational crews are being disestablished. Joining assigned Forward Deployed Naval Forces (FDNF) are six minesweepers, which will be home ported in Manama, Bahrain. Incidentally, these ships are an "A1" detailing priority. MOMOU Seven closed in January. MOMOU's Fourteen and Three are on the blocks for closure and realignment.

Our number one concern, of course, is fleet readiness. Therefore, our priority is to support moves to sea duty, recruiting and training. Contact your detailer through JASS, which allows you to, in essence, look over the detailers shoulder and see what billets are available. Use it to your advantage and apply IAW your PST/NST.

*MNCS(SW) Thanscheidt  
MN Detailer  
PERS-406EM*

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### ***STS continued from previous page***

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LFA DETs and Naval Oceanographic Processing Facilities (NOPFs) are the ticket. Billets at these sites are suited more for former OTs, but with the proper training (available to an STG), you can excel.

Another choice to ponder would be the 0490 or 0410 NEC billet on a Minesweeper. Tours

on a Minesweeper will test every leadership talent you possess, not to mention the chance to further your schooling.

Bottom-line, if you need a way to break out from the rest of the crowd, think about filling that overseas billet. It could be just what you need to get advanced.

*STGC(SW) Polk  
STG E1-E6 PACFLT Detailer  
PERS-406EU1*

# TM - Mapping a Road to Success

Each and every day, you should take time to plan your career. Your success will be determined by your technical competency, coupled with challenging duty. At every paygrade, we must continue our education within our field, and strive to complete Navy professional training.

When you apply for your next assignment, look for that hard to fill FDNF ship or Type 6 overseas shore billet. You will

allow yourself to see the world, grow professionally and gain the technical competence that's required for advancement. Additionally, while you're on a ship, continue to excel by getting your warfare pin, complete Navy correspondence courses, get involved with the Damage Control Training Team (DCTT), Command Training Team (CTT) and Combat System Training Team (CSTT). Gaining this knowledge will set you "head and

shoulders" above your peers. Knowledge is the one thing no one can take away. The more knowledge you get, the higher up the pay scale you'll go. As advancement opportunities become increasingly competitive, you need to ensure you're on the cutting edge.

*TMCM(SW) Scott  
TM Detailer  
PERS-406EW*

*A Chief Aviation Ordnanceman aboard USS DWIGHT D. EISENHOWER (CVN 69) makes a final inspection of the firing pin of a 500-pound guided bomb unit (GBU-12) on an F-14 Tomcat attached to Fighter Squadron Eleven (VF-11), the "Red Rippers."*

*EISENHOWER was in the Atlantic Ocean, preparing for a six-month deployment to the Mediterranean Sea. U.S. Navy photo by PHAN Justin K. Thomas.*



**Enlisted Community Managers and Technical Advisors now have their own section in *LINK*. Be sure and check there for important information about your rating.**

# From the Medical / Dental Branch Head

I'm LCDR Richard Gonzales, MSC, USN. I'm the new branch head, taking over for CDR Marty Young, MSC. CDR Young is transferring to the Naval Medical Management Information Center in Bethesda, Md., where he'll be taking on new responsibilities in automated systems. He'd like to pass his sincere appreciation to the hard-working men and women who make up the Navy Hospital Corps and Dental Technician ratings. Bravo Zulu!

My last assignment was PERS-4415C, Medical Placement for Washington, D.C., and surround-

ing areas. I look forward to working closely with the detailers and Sailors from our ratings, in hopes of matching the needs of the Sailor with the needs of the Navy. Navy Medicine is the best in the armed services, and it's my goal to ensure our Sailors can find rewarding and fulfilling careers in today's Navy.

*LCDR Richard Gonzales, MSC  
Medical / Dental Branch Head  
P407*

## HM- Millenium Career Resolutions

Greetings Shipmates, and Happy New Year! As we leap into a new century of Navy Medicine, the Hospital Corpsman's role as a healthcare provider will reach new levels. The training that is available to the hospital corpsman is the anchor and foundation for improving Navy Medicine. Education and advanced training are our most valuable source for progress. It is up to us to set the standards for the future of Navy Medicine.

Hospital Corps training opportunities are among the most advanced in today's military. From the Basic Corps School graduate to the senior enlisted, we must focus on the future of the Hospital Corps. We all need to encourage each other to take advantage of available career opportunities. These advanced skills are not only welcomed, but they are appreciated and needed in our military treatment facilities, aboard ships, overseas and with the Marines.

One example of this advanced training is the tri-service Optician School and Fabrication Laboratory, in Yorktown, Va. This "C" School consists of six months of intensive training where you are taught how the eye works, diseases and disorders of the eye and how to work in a clinical setting. After a three-month didactic stage, you enter into three months of practical application, actually fabricating prescription eyewear.

Graduates are awarded the 8463 NEC, which currently carries an SRB of 2.5 for Zone A and 1.0 for Zone B. Assignments for graduates vary – there are 12 billets on aircraft carriers, where you will perform independently as an optician.

The training you will receive is the best in the country. The tri-service Optician School is accredited nationally with the Commission of Opticianry and the Commission of the Council on Occupational Education, and has an Associates in Applied Science in Opticianry Degree Program set up with Thomas Nelson Community College.

If you have any questions about the school, feel free to give me a call, or contact HMC Watson at the school at DSN 953-7148, Comm (757) 887-7148.

Together, let us aspire to the highest levels of success, and encourage one another to strive for and attain irreproachable excellence. It is our responsibility to leap into this new century with the capabilities to meet and improve the quality of care that is provided by the Navy. Advanced Hospital Corps training is indicative of the strong, proud tradition known as "Navy Medicine."

*HMC(SW/FMF) Ronald G. Maniece  
HM "C" School Detailer  
PERS-407CK*



# DT - Dental Admin School is Open

Greetings Shipmates and Happy New Year! February 2000 marks the return of the new "Dental Admin School," located in sunny San Diego. The 8703 NEC is currently manned at 82 percent, and our rating is looking for DT2s and DT1s, especially 0000s, looking to move on and up.

Dental Admin School will convene twice a year with 20 seats per class. Field Medical Service School (NEC 8707) is a pre-requisite for attending. The next class is scheduled for July 27 - 19 December 2000, and still has seats remaining.

The new curriculum consists of several courses: Intro to Computers (DENMIS & SPMS), Naval

Correspondence, Personnel Management, Dental Facilities and Administration, Material and Dental Records Management and Training. Like the admin school of yesteryear, the curriculum should generate positive advancement results for those who attend.

If you have been at your current command for 24 months and are looking for a bright future within our rating – please forward a complete "C" School package to PERS-407CD.

*DTC(FMF) Lyn Ann Jones  
Dental Detailing  
PERS-407CD1*



# HM - Detailers Concentrate on You

Greetings Shipmates, and Happy New Year! After over six months on the job, detailing is all that I thought it would be - and then some - but I'm still learning. Especially tricky is the jargon and terms associated with the distribution of our community, and how it all ties in with meeting the Navy's mission. In doing this, we detail you to spaces and places that: (1) you might not want to go to; (2) you've never heard of, and (3) you've heard of and still don't want to go.

We, the detailers, are the "Sailors" advocate; your point man, leading the team down the field. However, over the course of time, we begin to perform placement functions, those functions

which normally address command billet structure, or what Manning Control Authority billets get filled first. We field countless questions regarding command manning shortfalls. Though we do this well, it takes away from our primary job - of being the "Sailors" advocate - taking care of your needs and preferences, and being a professional counselor to you, our constituents. As of October 1, 1999, detailers will no longer be involved with placement actions. The Enlisted Placement (formerly "Personnel") Management Center (EPMAC), in New Orleans, La., now serves as the placement point of contact.

What does this all mean to you? I figured you'd ask that. It means: increased checks-and-balances that will strengthen and enhance the Navy's mission accomplishments. But most importantly of all, it will redirect us back into the business of concentrating more on you "Our Constituents."

As always, we are here to help you. Stay in touch, and SEMPER FI.

*HMCS(SW/AW/FMF) Glenn Arrington  
E6/7/8 Sea & Shore Detailer  
PERS-407CE*

# HM - Laboratory Technicians Needed

The NEC 8434/95/96, 8503/05/06 are closed loop NECs. Many technicians find it hard to advance, and have concerns when it comes to selecting career enhancing billets. These NECs are shore intensive, and Sailors can expect to be recommended for extensions on shore duty, provided they are filling a valid billet and sea duty isn't available.

If you want to extend, send in your 1306/7; if not, then you need to apply for a sea duty billet using JASS. Send your extension paperwork prior to your nine-month window, or I have to ask permission from EPMAC to extend your PRD. Normally shore-to-shore moves are not authorized. Staying on shore duty is not career enhancing, and if you desire to keep your NEC, then seek out the few sea duty opportunities that come available. Careerists who desire to archive their NEC for sea duty will be approved, most of the time as long as the NEC is not extremely undermanned.

Current manning (as of Sep99):

Hemodialysis,	8434:	92.6%
Dermatology,	8495:	82.0%
Mortician,	8496:	82.4%
Histology,	8503:	87.2%
Cytology,	8505:	102.3%
Laboratory,	8506:	81.4%

Advanced Laboratory Technicians (NEC 8506) have plenty of opportunities for sea duty!

Those who are currently on sea duty and desire to extend should do so prior to their billet showing on the JASS system. Sailors on shore duty should not stay on shore past 48 months if they want to be competitive for advancement. I recommend personnel submit their 1306/7 requesting to extend at least a year in advance of their PRD. Personnel will not always be approved for an extension; some billets are very competitive. Allowing personnel to stay overseas is not always career enhancing, and keeps other technicians from enjoying overseas duty!

Advanced Laboratory Technicians (NEC 8506) manning is still extremely low and many shore duty billets are manned at 70 percent or less. I am trying to send relief your way with students. Pass the word to your fellow General Duty HMs about your NEC and the SRB levels available. We need to get more students in so we can increase the overall manning of the NEC.

As always, I am available for questions via E-mail or phone. However, you must use JASS to negotiate orders. Check out our Web Page for more information! <http://www.persnet.navy.mil/pers407/index.html>.

*HMC Dawn Fuston  
HM NEC 8434/95/96, 8503/05/06 Detailer  
PERS-407CR*

***LINK* is printed at the rate of  
one copy for every five Sailors.  
Please read it and pass it on!**

# HM - Professional Development Boards

Greetings, shipmates, and Happy New Year! Career planning is a vital aspect of a Sailor's development. All Navy personnel must strive to enhance their professional and technical skills. To assist you in your quest to "be all you can be," the Navy established Professional Development Boards (PDBs). Per BUPERINST 1040.5, PDBs are "responsible for the administrative review and counseling of all enlisted personnel to ensure that they are provided the opportunity to attain positions of greater responsibility." Additionally, PDBs provide guidance, direction and assistance, and act as a quality control screen for the professional development of all personnel E9 and below. PDBs can also be utilized to provide career purpose to non-rated personnel or newly rated Sailors who need to transition to a more viable career pattern.

Normally, PDBs are comprised of chief petty officers, the command career counselor, departmental LCPO/LPO and the command ESO representa-

tive. The Command Master Chief chairs the board. The command PDB members are charged with providing each individual with the best possible guidance and advice regarding the candidate's future in the Navy. The board will make recommendations based on the individual's qualifications and desires.

Sailors need to realize that poor assignment selection (not maintaining a sea/shore rotation or taking challenging assignments) can have a negative impact on their advancement and other career opportunities. PDBs can help you pick the challenging assignments, and get "C" Schools needed for a successful career path in the Navy. Talk to your Command Career Counselor or retention team member to arrange for your PDB.

*HMC Hebbard Haag  
HM E5 Sea/Shore Detailer  
PERS-407CN*



## Navy College Program

Chances are, you're closer to finishing your degree than you think! Check out how dozens of Navy schools, plus your rating experience, can help you earn a college degree at dozens of accredited colleges and universities.

**<http://www.navycollege.navy.mil>**

## CT/IS/EW - Optimal Career Progression

Successful careers have a common theme throughout... sustained superior performance at the more arduous duty stations. It's no surprise that Sailors who take on the tough assignments and excel are the ones who get promoted first! Read *LINK*. Follow the advice of your detailer, your career counselor and supervisors. They will tell you that optimal career progression may be attained by:

- Adhering to your rating's sea/shore or OUTUS/CONUS rotation.
- Taking a challenging assignment...going DIRSUP or PCS Afloat.
- Obtaining a warfare pin while DIRSUP or PCS Afloat.
- Requesting Instructor Duty and obtaining Master Training Specialist Designation.
- Volunteering for Special Programs such as Special Warfare Combatant Crewman (SWCC); Recruit Division

Commander (RDC) to push boots at RTC Great Lakes; Recruiter duty at one of 31 Navy Recruiting Districts (NRD), etc.

- Duty at a joint command, and for Intelligence Specialists, duty at a US Defense Attache Office (USDAO).
- Staff duty at any fleet concentration area.
- Duty at the National Security Agency (NSA).
- For more senior personnel...duty as Detailer at Navy Personnel Command; Technical Advisor at Bureau of Naval Personnel; Rating Specialist at Enlisted Personnel Management Center (EPMAC); Manpower Analyst at Navy Manpower Analysis Center; Commander, Navy Security Group; HQ position at N3 (ops)/N4 (logistics)/N5 (plans)/N6(comm)/N7 (training)/N8 (resources)/N9 (technology).

Surprisingly, there are a lot of Sailors who are reluctant to go

DIRSUP or PCS Afloat. If you are one of those Sailors...you're missing out on all the action! These jobs are the heartbeat of the Navy! I consider the tour I did onboard USS COWPENS (CG-63) as the most rewarding tour of my career. I thought the camaraderie was close among flight crews (and it is), but it is even closer at sea. Regardless of the type duty...flight, subsurface or PCS Afloat...you will get to know your shipmates very well during that particular tour...and become friends for life!

By far, the best the Navy has to offer besides learning a very exciting and challenging profession...is the travel and camaraderie. Take the challenging tours...see the world...make life-long friends...and have a very successful, rewarding career...the opportunity is yours!

CWO2 James J. Morris  
Rating Assignment Officer  
PERS-408C

**Enlisted Community Managers and Technical Advisors now have their own section in *LINK*. Be sure and check there for important information about your rating.**

## IS - Don't Miss Big Opportunities

Have you ever wondered, "Why is that job I so desperately need/want always unavailable to me?" or "How come so-and-so managed to get that assignment and not me?" When making career decisions, remember that there is a very specific and direct career path that ISs need to follow that will significantly improve promotion opportunities and guarantee a successful career. If you are given a less than desirable assignment, look at it positively and ask yourself, "What can I do here to make this work for me!" Below are three guidelines I use to make my career decisions: Do something different each assignment; look for hidden opportunities within each assignment (the only bad opportunities in life are missed ones!); everything in life happens for a reason.

Many Sailors think that not getting a certain billet or assignment will be a showstopper for their careers. The billet does not make the career. What you do in that assignment is what makes a career! When you are looking for your next assignment on JASS, ask yourself the following questions: How

can I get involved in the command? Will I have the opportunity to go to school or improve myself? How can I get involved in the community? Is this an opportunity my family and I will never get again?

We are still getting a lot of Sailors calling up wanting to negotiate orders or requesting to apply for requisitions that are on hold. Shipmates, all we can do is give you career guidance on the specific requisition and give you some idea of what you might be doing at a specific command. This does not preclude you from calling us and asking us to make an application for you if JASS is unavailable. We will ask that your CCC call us and verify that they are having hardware/software problems in order to direct them appropriately for assistance and to prevent Sailors from circumventing the system! JASS is in place and needs to be used to its maximum potential.

*ISCS(AW) P.C. McNeil  
IS E6 and Above Detailer  
PERS-408CD*

## CTI - Sea/Shore Rotation Explained

I'd like to address CTI sea/shore rotation, which is a very common issue among the CTIs I talk with every day. First of all, the Enlisted Community Manager, CTICM Harris, sets the CTI rotation, and we detail Sailors based upon the prescribed rotation. With that said, he and I communicate frequently on virtually all issues affecting CTI personnel.

CTI rotation is set by determining the number of sea (or overseas) billets compared to the

number of shore (in CONUS) billets. For example, if 50 percent of the CTI E6 billets are overseas or sea duty and 50 percent are CONUS shore duty, then naturally, the sea/shore rotation for CTI E6 should be one sea/one shore (or more accurately – one OUTUS/one CONUS). Apply this formula to every paygrade and that is how the rotation is determined.

Now let's deal with the simple fact that sea/shore rotation for CTI becomes more compli-

cated once you factor in the individual language NECs. Naturally, some languages will have a larger percentage of billets overseas or on sea duty than other languages. For example, personnel holding the Spanish NEC (9203) will have limited opportunities for overseas or sea duty assignments. As a result, Chief Murphy and I can be a little more creative in assigning Sailors with the Spanish NEC. Keep in mind that we want you to succeed in

*Continued on next page*

# CTM - Careful Career Planning

Career progression. Sustained superior performance. These are the words we've grown accustomed to using over the years when telling Sailors what they must do to excel and get advanced. CTMC(SW) Clarke and I receive many calls asking, "What can I do to get advanced?" It's something that's accomplished by carefully planning your career. Decide where you'd like to be six years down the road, define and set goals and continually strive to meet the milestones along the way. For example, if you're serving at sea, don't stop after earning your Enlisted Surface Warfare Specialist qualification, earn your Enlisted Air Warfare Specialist pin

also. If you're serving at a training command, ensure you complete your Master Training Specialist qualification.

How about a tour on board one of the Navy's newest ships, an Arleigh Burke-class destroyer? Very few sea duty assignments can top the camaraderie and excitement of a brand new ship.



There's also something to be said about being a plankowner!

A great opportunity exists for our E5 Sailors as Recruit Division Commanders. The Navy is always in need of sharp, focused personnel to train our Sailors of tomorrow. Additionally, females are always in high demand for this occupation. This tour of duty offers advanced leadership opportunities that are difficult to acquire elsewhere.

Aggressively pursue educational opportunities whether at sea or ashore. As our Navy becomes more technologically advanced, selection boards look to promote personnel who are striving to better themselves, thereby bettering their commands, their departments and their divisions.

This is the bottom line: Look for something that is going to set you apart from your peers. If you are uncertain about your career intentions, do yourself a *huge* favor and never let up. That way you will not lose any ground once you're convinced to *stay Navy!*

Use your Career Counselor. Talk with your shop chief. Pick up the phone and call us or send us an E-mail. The first step to success lies in taking action.

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## *CTI - Continued from previous page*

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the language you're in, so we'll recommend assignments that are challenging and rewarding. If you do not have a warfare device, we highly recommend that you accept an assignment that will give you the opportunity to earn one, regardless of what your next type duty should be. If you are due shore duty CONUS, we won't deny you the opportunity, but we will advise you that it would be in your best interest to do a sea duty (DIRSUP) tour and earn a pin.

The bottom line is that Chief Murphy and I make every attempt to maintain the rotation policy established by Master Chief Harris, but understand that we will sometimes have to break that rotation in order to fill key billets or get the Sailor to the duty he or she should be for optimal career progression. With over 20 different language NECs, establishing a definite sea/shore rotation for each one would simply be a very labor-intensive process.

CTIC(NAC) Joe Loomer  
CTI E6 and Above Detailer  
PERS-408CE

CTMCS(SW) J. Warrick  
CTM E6 and Above Detailer  
PERS-408CF

## CTR - Career Progression Map

The theme for this article is career progression. And for CTRs, I can think of no stronger career move than sea duty.

There is the misconception that CTRs don't have to go to sea since CTRs have an OUTUS/ CONUS rotation. The reason we have an OUTUS/ CONUS vice sea/shore rotation is due to the fact that we have more overseas duty than sea duty. Sea duty is an OUTUS tour, and we, as Sailors, still have to take our turn and relieve the watch when it's time.

As outbriefed by the E7 selection board, 98 percent of all EWs, ISs and CTs selected for chief this year had a warfare designator. If that's not a good indicator of what you need to do to get advanced, then I don't know what is. Instructor duty, isolated duty and recruiting duty were also looked upon favorably.

The proper career progression for a CTR coming in the Navy today should look like this:

E1 – E4	Overseas Duty
E5	Sea Duty (warfare qual.) *Either PCS afloat/direct support
E6	Instructor duty/Conus Tour
E7	Division Chief (Ship, Shore)
E8	Department LCPO (NSGA)
E9	Senior Enlisted Advisor or CMC

It's the same as it's always been, the Sailors who continue to take the arduous tours and excel will get promoted. Maintaining proper rotation is a MUST. Diversity is the key to success!

*CTRC(SW/AW) Darin "Tuck" Williams  
CTR E5 and Below Detailer  
PERS-408CH1*

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## CTO - Type of Duty is Important

Let me first take this opportunity to introduce myself. I am CTOCS(SW) Joe Kelly and have assumed duties as the Senior "O" Branch detailer. I would like to thank CTOC(SW) Greenwell for all he has done for our rating, and wish him success at Souda Bay.

Upon entering the Navy, there have been many leaders who have given you advice regarding your career. There are a lot of people who can tell you what you need to do to succeed and advance, but there is only one person who can make it happen - you! Career decisions are personal decisions that must be made by you! It is imperative that you keep abreast of all the issues that could affect your decision-making process, such as rotation policy, type duty and advancement. You need to know these things to develop a successful career plan.

As always, sustained superior performance is a must. Preparing for and excelling on rating exams is also key. Remember, the higher you promote, the greater the importance of your selection of "type of duty." In today's Navy, CTOs can expect to serve in at least two sea tours, one as a junior Sailor and the other as an LPO or LCPO. More billets requiring senior leadership are opening up at sea. With the closure of some of our overseas commands, the options for OUTUS tours are decreasing. Having a good mixture of sea, overseas and major command leadership positions will significantly improve your chances for success. You need to be planning at least one to two future assignments in order to keep your career moving forward.

*Continued on next page*



# EW - Take Advantage of Courses

By the time you read this, I will have transferred to USS LEYTE GULF (CG-55). It has been a very interesting, informative and enjoyable tour for me. I have been relieved by EW1(SW) Theresa Thurman reporting from USS ARCTIC (AOE-8). She brings a wealth of knowledge and a diverse history of duty assignments to the detailer's chair.

This article focuses on career progression and advancement. Take an active role in planning your career intentions early. Start with your chain of command and your career counselor. Review the requisition in JASS. If there are no requisitions available based on your sea/shore rotation, don't hesitate to call us for additional information. We may have another opportunity available. For example, we are always looking for Sailors to assign to special programs, either

at sea or ashore. Recruiting and Recruit Division Commander (RDC) duty look very impressive in your record, not to mention the added benefits associated with those tours. RDC duty is very leadership intensive, and may be the assignment that will round out your Naval career. For junior Sailors finishing a first sea tour, physical security duty allows you to do an overseas shore tour in a variety of locations.

For sea duty, there are New Construction units. These tours require a minimum of two years onboard after the unit is delivered to the Navy. Call or E-mail us for specific information and availability of these types of duty.

Always strive to enhance your technical competency and allow for professional growth. Take advantage of all the benefits offered to you. While underway, enroll in PACE (Program for

Afloat College Education) courses when offered. Complete the NEETS & EWOB modules for in-rate technical knowledge. Also check out the Information and Technology Management Training (NETg) courses offered at CNET's Home Page, <http://www.cnet.navy.mil>. In a recent Training Information Bulletin (TIB-2/99) message by COMNAVSECGRU, the EW UPDATE portion stresses that EWs can get a jump on preparing for the upcoming rating merger by completing the following courses: NRO/OSO TDDS and TADIXS-B users brief (classified), Fundamentals of Technical ELINT EA-279 (unclas), and Math for SIGINT EA-183 (unclas). Contact the EW or CTT Rate Training Manager for course ordering information.

Obtain your warfare qualification prior to the end of your sea tour! This can open doors to follow-on tours for you. Even if you are contemplating separating at your EAOS (which I hope you're not), get your pin, and take advantage of the Navy's Tuition Assistance Program and enroll in off-duty college courses. It will definitely benefit you, make you a better Sailor, and make our Navy a better place to serve.

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## *CTO - Continued from previous page*

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It may sound like a cliché, but we need each Sailor to become intimately familiar with Navy core values. First, HONOR the enlistment contract you voluntarily signed as well as the orders you receive. Second, have the COURAGE to go where the Navy needs you to go and do the job the Navy needs you to do.

Third, COMMIT yourself to faithfully serving our nation. You must make the ultimate decision on how your career progresses. You must display, through your actions, the Navy's core values. I am honored to be your detailer and welcome the opportunity to assist you. Have a great Navy Day!

CTOCS(SW) Joe Kelly  
CTO E6 and Above Detailer  
PERS-408CG

EWC(SW) D. Foster  
EW E5 and Below Detailer  
PERS-408CLI

# CTA - Notes on Breaking Rotation

Congratulations to all the Sailors recently advanced. Hitting the books, superior performance and demanding tours pay off!

The most frequently asked CTA question is, "Can I break rotation (and stay stateside)?" Commands call and tell us how the Navy will lose a great CTA if rotation is not broken. Dedicated Sailors who do their duty and are true to Navy core values are willing to stay in rotation. What's so difficult about a one year tour at an isolated command like Bahrain, an overseas tour in Spain or England, or stateside sea duty? Billets overseas in Spain, England and Puerto Rico continuously go unapplied for because Sailors are not interested in them. CTAs do not have five year sea tours like many ratings, and once you make CTA1 and above, you will do six years of shore duty for every overseas tour. If you do not go overseas, who will? If you break rotation, why should someone else have to take up your slack?

When you plan your career, it is incumbent upon you, through research and guidance, to know and understand proper career progression to meet your goals and desires. Selecting realistic goals to strive for higher technical competency, taking diversified tours to round yourself out, seek education and specialty training tours, and taking hard, leadership intensive tours overseas and at sea will allow you to chart out a path to success.

Sailors selected for chief this year had the following background: all maintained rotation or broke rotation for more overseas or sea tours; ten had a warfare device; many were Sailors of the Year and/or had college degrees. Nine of 12 CTACs had sea duty, some multiple sea tours. Selection boards are made up of a cross section of ratings, many sea intensive. Navy means sea service, and much emphasis is placed on sea duty.

Competition for advancement in the CTA rating is always keen. When preparing yourself for selection boards, keep in mind what you have done to set yourself apart from your peers. When comparing overseas tours, will you be as competitive taking that Type 6 duty as the CTA who takes the Type 3 duty? If you take advantage of the six years of shore duty, will you be as competitive as someone who broke rotation to go overseas early? Advancement is not based solely upon the type of billet you are in, but your performance in that billet.

JASS has increased the opportunities for Sailors to find new billets on the second monthly requisition cycle, referred to as the "clean up" requisition. As billets are filled, requisitions move up. Also, billet priorities may change, and new billets may appear on the second requisition. In many cases, Sailors ignored the "clean up" requisition and failed to apply for billets in Germany, England and Spain. Once you have applied and been selected for orders, they're yours. Or more correctly, you're theirs. Once you are issued orders you are under the control of the gaining command's Manning Control Authority (MCA). After being selected for orders, Sailors often continue to view the requisition list to find a set of orders they'd rather have. To change orders, you would need the concurrence of the gaining command's MCA. MCAs do not support changes to orders because JASS does not rapidly respond to fluctuations. If a Sailor is selected for a billet and cannot execute the orders, the billet will not appear for two weeks until the next JASS requisition. It will take another two weeks to determine if anyone applied for the billet resulting in a minimum of a one month billet gap for that particular command.

Detailers fill billets generated by EPMAC and ranked in priority by the MCAs. The number of Sailors in the PRD window determine the number of billets opened each requisition, to ensure that the highest priority requisitions are filled first. The detailer is the Sailor's advocate. EPMAC is manning control and the command's advocate. There is a misperception by Sailors and commands that the detailers control billets. Detailers are here to guide Sailors and inform them about Navy policy (sea/shore rotation, tour lengths, etc.), answer rating questions, pass on billet opportunities and explain why billets are on hold. EPMAC communicates with commands regarding manning concerns and billet priorities. Manning and billet priority questions should be addressed to EPMAC. The detailers' sole role is to be the Sailor's advocate. This does not mean we will break Navy policy for Sailors. We will, however, use Navy policy to meet the needs of the Navy and the Sailor.

*CTACS(SW) Thaddeus Apa  
CTA Detailer  
PERS-408CK*

# CTT - Opportunities to Excel



Sea duty will become an integral part of our community in the 21<sup>st</sup> century. It's been proven through many selection boards that sea duty, hard to fill billets, instructor duty and isolated duty play a major role in promotions. If you are looking to set yourself apart, these are the types of billet you need to apply for.

**Women To Sea.** Looking for a challenge? Taking a sea billet now would be an outstanding move for career progression. There have been many success stories. The only female chief at sea was promoted to senior chief. This could be you! Numerous billets are available on carriers, VAQ/VQ squadrons and with

DIRSUP units. Each Sailor assigned to these billets will be assigned to a course of instruction ("C" School) prior to arrival at their new command. Call now for a rewarding tour!

**Special Sea Duty.** The SPECWAR Patrol Coastal Boats (PC) have been on-line for approximately two years now. This is a perfect opportunity for hard-charging second classes to step up to the plate. Unfortunately, the billets are only open to males. The first group of Sailors have enjoyed great success. Several have been promoted, obtained their ESWS and completed many shipboard qualifications. The PCs are located in San

Diego and Little Creek, Va. All billets are E5s.

MARK V Special Operations Craft are on-line and open to paygrades E5-E7. We need you now! Individuals selected for these billets will deploy from their DIRSUP Command. All candidates will be screened in accordance with MILPERSMAN, Article 1220-340. Billets are located in San Diego and Little Creek. Candidates must complete the Special Warfare Combat Crewman (SWCC) Basic Training Course.

*CTTC F. Rogers  
CTT Detailer  
PERS-408CJ1*

## CTT possible career enhancing billets (partial list)

Type:	Name:	Type Duty:	Comments:
Ships	USS ENTERPRISE (CVN 65)	2	BFEA
	USS EISENHOWER (CVN 69)	2	BFEA
	USS J.F. KENNEDY (CV 67)	2	BFEA
	USS G. WASHINGTON (CVN 73)	2	BFEA
Squadrons	FAIRECONRON ONE	2/1	Air/Grnd.
	FAIRECONRON TWO	4/6	Air/Grnd.
DIRSUP	NSGD NCTS San Diego	2	BFEA
	DS Rota, Spain	4	BFEA
	NSGA Norfolk, Va.	2	BFEA/Sub
	NSGA Pearl Harbor, Hawaii	2	Sub
Staff	COM 6 <sup>TH</sup> FLT	4	E6, E5
	COM 2 <sup>ND</sup> FLT	1	E6
	COM 7 <sup>TH</sup> FLT	4	E6, E5
Instructor	NTTC Pensacola, Fla.	1	Basic "A" Scol/ National OPELINT
	NCS FTMEADE	1	Navy Crypto School

## Sea Special Programs

# New Detailer Offers Exciting Billets

Hello, shipmates! I'm HT1(SW) Hendrix, New Construction Detailer. I have just completed a DOD tour in gorgeous LaMaddalena, Italy, aboard USS SIMON LAKE (AS-33), and am happy to be the surface new construction detailer.

New construction detailers may not detail you until you are released from your Rating Detailer. Once released, you belong to us! After you receive your orders, you must complete the New Construction screening within 10 days. These requirements may be found in the Enlisted Transfer Manual, chapter 12.

Of all the inquiries we receive, the most frequently asked questions concern accounting data on orders. For new construction orders, if you are going to be in one place for more than six months, you will be put in account code 106. This account code allows you to PCS your dependents to the 106 location, the ship's homeport, or your home of record. This is only for new ships that have official homeports! For ships without official homeports, you may PCS dependents to the ship's detachment

location or to the shipyard. Note that after completing 60 days in a 106 geo-bachelor or geo-bachelorette status at the shipyard, service members are entitled to round trip airfare from the shipyard to dependent's location every 30 days at government expense. In addition to this, 106 status at the shipyard counts as sea duty for rotational purposes.

If you are going to be in one location for less than six months, such as an intermediate command, your account code will be 352. In a 352 status, you will receive per diem every two weeks as long as your previous command's location is not the same as your ship's future homeport. Also, in a 352 status, servicemembers may move dependents to your ship's future homeport or to home of record.

As you can see, there are numerous benefits available in new construction. Find out more at <http://www.persnet.navy.mil/pers409/newcon.htm>.

/HT1(SW) Jodi L. Hendrix  
Surface New Construction Detailer  
PERS-409CD6

## New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Del. Date</u>	<u>Detailer</u>
Oscar Austin	DDG-79	Norfolk	05/00	GSEC(SW) Luther
Roosevelt	DDG-80	Mayport	06/00	GSEC(SW) Luther
Churchill	DDG-81	Lant*	10/00	HT1(SW) Hendrix
Lassen	DDG-82	San Diego	02/00	HT1(SW) Hendrix
Iwo Jima	LHD-7	Lant*	04/01	FCC(SW) Hummer
Howard	DDG-83	San Diego	03/01	ET1(SW/AW) Baker
Bulkeley	DDG-84	Lant*	07/01	ET1(SW/AW) Baker
McCampbell	DDG-85	Pac*	08/01	ET1(SW/AW) Baker
Shoup	DDG-86	Pac*	01/01	ET1(SW/AW) Baker
Mason	DDG-87	Lant*	03/02	BMC(SW) Beaman
Preble	DDG-88	Pac*	07/02	BMC(SW) Beaman
San Antonio	LPD-17	Lant*	11/02	FCC(SW) Hummer
Ronald Reagan	CVN-76	Pac*	12/02	ALL PERS-409

\* No official homeport at this time.

Note: Numbers for all sea special programs detailers (PERS-409) are in the back of this issue.

## Shore Special Programs

# Make “A” School Part of Your Career

Are you a non-designated Seaman, Airman or Fireman looking to take a positive step forward in your Navy career? “A” School is your answer. “A” Schools provide a great opportunity to reach your full potential for advancement and professional development. How do you go about getting an “A” School? First, talk to your career counselor. He or she is an invaluable resource in determining what you qualify for, which ratings offer the best opportunities for advancement and in getting your request submitted.

If you are already designated and want the formal training “A” Schools offer, send in your request to PERS-4010S. If we have enough quotas, you may still be able to attend, but non-designated Sailors receive first priority. If you want to change ratings via “A” School, different procedures apply. You need to submit a conversion package to PERS-815.

At the “A” School assignment shop, we select qualified and competitive Sailors for this great opportunity. We rely heavily on career counselors and professional development boards in the fleet to guide these junior Sailors towards the right career fields and the right “A” Schools. A few notes for career counselors:

- ENCORE submissions are no longer required. This means that all “A” School requests will have to be forwarded to PERS-4010S via 1306/7 only, along with supporting documentation per Enlisted Transfer Manual (TRANSMAN) CH 7.

- Paragraph 7.07 of the Enlisted Transfer Manual (TRANSMAN) lists the components of the request package. All packages need to include the Sailor’s ASVAB scores. Also listed is special information needed for certain ratings. If a waiver is requested, include a clear justification (see paragraph 7.02 for more on justifications and paragraph 7.16 for ASVAB score waivers).

- Carefully check paragraph 7.17 in the TRANSMAN. This lists the required ASVAB scores, hearing and vision requirements, citizenship limitations, security requirements and other special requirements.

- The Sailor should clearly understand the Obligated Service (OBLISERV) requirement for the school. The OBLISERV is based on the length of the school and may be found in TRANSMAN paragraph 7.03. Some ratings are in the five-year program, and may require additional service.

- Per MILPERSMAN 1440-050, Sailors may not take the exam for one rating and request “A” School for another. Please ensure that non-designated Sailors’ chains of command and tenant commands are aware of this restriction.

- If the Sailor’s ASVAB scores are outside the waiverable limits, the JOBS program may be an option. Check the requirements listed in OPNAVINST 1415.1B. The following JOBS Strands have been shut down: Strand 1 (Engineering Hull - GLAKES); Strand 3 (Admin/Support - Meridian); Strand 5 (Electrical - GLAKES); Strand 6 (QM/SM - GLAKES).

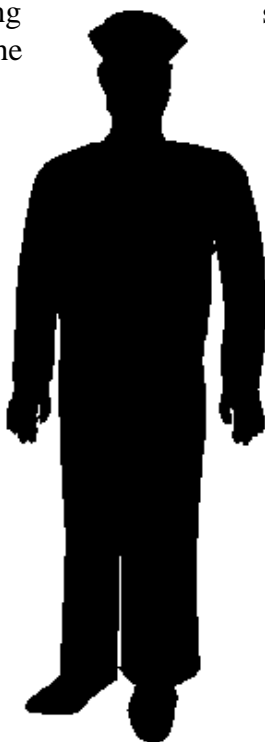
All requirements in the TRANSMAN must be met.

- JOBS is not available for all ratings, so another option is to retake the ASVAB test (see MILPERSMAN 1236-010).

- Recent ASVAB changes: IT: VE+MK+CS = 163, MMS: MK + AS = 96; AR + 2MK + GS = 196; Minimum VE = 41

If you have more questions, feel free to contact us directly. Phone numbers and E-mail addresses are in the Detailers’ Directory.

*LT Jeff Bernard  
Rating Assignment Officer, “A” Schools  
PERS-4010S*



## Shore Special Programs

# Top Sailors Needed for Special Billets

Now hiring with openings worldwide: EOAs, NLTUs and CAACs. Qualifications: Motivated, well spoken, intelligent. If this shoe fits, you are an excellent candidate for Shore Special Programs in the EOA, NLTU or CAAC field.

Job description: Equal Opportunity Assistant (EOA). Provides commands with an equal opportunity expert in prevention of sexual harassment/discrimination issues and focuses on the improvement of the Quality of Life (QOL) through the use of data collection and field investigations.

Job description: Naval Leadership Training Unit (NLTU, formerly NAVLEAD). Motivational factor of 10 required! Facilitates class discussion on a variety of leadership styles and their applications. Provides information on effective management techniques and improvement processes. Training provided: seven-week school at the Naval Leadership Training Unit, Little Creek, Va.

Job Description: Counseling and Assistance Center (CAAC). Command resource for the assessment, education and treatment of alcohol and substance

abuse. Provides counseling for individuals and groups on substance abuse prevention. Training Provided: 10-week Naval School of Health Sciences, San Diego, California. Graduates earn NEC 9522. Minimum requirements are listed in the ENLTRANSMAN, Chapter 9.16.

To apply for any of the above jobs, contact your rating detailer and request to be released to Shore Special Programs (4010D1). Once released, give me a call.

*GMC(SW/AW) Arguello  
EOA/NLTU/CAAC Detailer  
PERS-4010D1*

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## Physical Security: Take the Challenge

Greetings Shipmates! Happy New Year to each and every one of you! Looking for a challenge or a change in your career? Law Enforcement School is waiting for you! A six-week training school is held at Lackland Air Force Base in San Antonio, Texas.

Physical security is a very challenging job, and also one of the best experiences you can ever have. We are managing over 5,000 law enforcement specialist billets worldwide. You must meet the physical security duty screening per ENLTRANMAN Chapter 9.07 to be accepted to the pro-

gram. If you are within nine months of your Projected Rotation Date (PRD), contact your rating detailer, or submit a NAVPERS 1306/7 and apply for physical security, shore special programs. Once your rating detailer releases you, contact one of the physical security detailers (in the detailer's directory at the back of this issue) and negotiate for your orders upon successful qualification to the program.

Shore Special Programs, PERS-4010, would like to wish "Fair Winds and Following Seas" to PNC(SW) Mendoza. I am looking forward to working with

all of you to achieve fleet readiness for the Navy and for the security of your family.

*PN1(FMF) Francisco  
Leading Detailer, Physical Security  
PERS-4010E*



## Special Shore Programs

# Ready for a Ticket-Punching Job?

Wanted: Motivated Sailors for assignment to Washington, D.C., and Memphis, Tenn. There are more shore billets located in the Washington, D.C. and Memphis, Tenn., than any other locality, creating a continuing requirement for top activities. Ratings most often needed are YN, PN, IT, DP, CTA, CTM, CE, BU, UT, PH, JO, OS, IS and SK. On occasion, opportunities become available for other ratings as well.

If you can make the cut, you could be assigned to commands such as Naval Support Facility, Thurmont (Camp David), White House Military Office, Joint Chiefs of Staff, State Department, On-Site Inspection Agency, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS or Washington Headquarters, to name just a few. Requirements: Be a volunteer, have a sharp record with top-notch evaluations, possess skills in dealing with people, meet Navy Physical Readiness Standards and be screened in accordance with

ENLTRANSMAN Chapter 9.60. Things that help for selection: Possess or be eligible for high-level security clearances, have earned a warfare pin and have served at sea.

Interested? Here's how you start the process. First, contact your detailer when you're in the nine-month detailing window. Ask to be released to PERS-4010F or 4010F1 for Washington, D.C., or NSA Memphis placement. That done, contact PERS-4010F or 4010F1 to discuss screening and assignments. It's just that simple. To make it even easier, don't bother with the phone. Contact us directly using E-mail. Check the Detailers' Directory for more information. There's never a busy signal and it gives us an opportunity to staff your request and return an answer, often in the same day.

*YNC(AW) Schmidt  
Major Washington/Memphis Staffs  
PERS-4010F*

# Flag Mess / Enlisted Aide Training

Exiting new career opportunity: Specialized training for the enlisted aide for the challenging and career-enhancing household management duty has now begun. Training has been ongoing over the past two years at Johnson & Wales Culinary College, Culinary Institute of America, California Culinary College and others. Now that the culinary part of the training is ongoing, the time has come to move into household management. This new state of the art training along with the culinary training will complete the requirements for becoming a qualified enlisted aide.

The Starkey International Institute for Household Management located in Denver, Colo., offers a 360-hour curriculum that qualifies you for Household Management Certification. The only program of it's kind, Starkey prepares their graduates as personal service experts. Starkey also provides lifetime placement services for their graduates.

With the right qualifications, you may meet the criteria for this training, and can begin now to prepare yourself for special placement as an enlisted aide. Volunteers in pay grades E5-E9 may apply for the enlisted aide

program any time throughout their career. Submit an Enlisted Personnel Action Request (NAVPERS 1306/7). You should include an endorsement from your commanding officer on letterhead and copies of your last 36 months of performance evaluations.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2. and DOD directive 1315.9. Feel free to contact me directly with questions or for more information.

*MSC(SW) D. R. Marsh  
Flag Mess/Enlisted Aide Detailer  
PERS-4010F2*



## Shore Special Programs

# Third Class Recruiting Rules Clarified

I would like to start out by saying that our recruiting force has been doing an exemplary job meeting monthly goals and putting qualified people in the Navy, thus shaping our Navy of the future. Petty officers third class can also join the recruiting force, and assist in the recruiting effort. In fact, due to the outstanding success of E4s in recruiting, Commander Navy Recruiting Command has changed their manning to reflect a seventy-five percent E4 and E5 recruiting force. Therefore, the

need for E4s in recruiting has increased dramatically.

I receive a lot of phone calls concerning what requirements an E4 must meet to screen for recruiting duty. An E4 must screen for recruiting duty in accordance with Enlisted Transfer Manual, Chapter 9.63. The only special requirement an E4 must fill that all other paygrades are exempt from, is to screen through the Recruiting Selection Team, per Enlisted Transfer Manual Chapter 9.63. A major misconception I hear from the

fleet concerning the screening of E4s is that they need to be warfare qualified. An E4 does not need to be warfare qualified to be a recruiter. It is highly encouraged, but not a requirement.

Join the recruiting force and help others join the best Navy in the world. If you have additional questions, please do not hesitate to call me. I am looking forward to hearing from you all!

*YN2(AW) Jeffery D. Duvall  
E4/E5 Recruiting Detailer  
PERS-4010G1*

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## New TAR Director's First Impression

Greetings from the new director of TAR enlisted detailing. With four days of detailing experience under my belt, I'm still trying to understand the new acronyms and find my way around the building.

Although I still have much to learn about the detailing process, I'd like to share some of my early first impressions.

Your detailers are an extremely professional group of 'front-runners' who want to get you the orders you want. They have been in the tough jobs and most go back to the fleet in demanding assignments. Additionally, we must have a valid requisition before we can write a set of orders for you. We are held accountable to the chain-of-command for

every set of orders we write, but keep in mind we must fill our sea duty requirements. There are no hidden agendas, only requisitions to fill with qualified personnel.

Most of you are fully aware of the detailing process and are providing us alternative choices so we can best match your desires with our requirements. We will continue to work with each and every one of you to get you that set of orders you want. Don't hesitate to call or visit us in New Orleans. We are here for you!

*CDR Tom Lindberg  
TAR Detailing Director  
N4*

## Location and its Effect on Orders

To many folks, location seems to be the most important factor during PCS order negotiation. This, by far, has been one of the biggest challenges that I have had to face as a detailer.

Most of our Sailors have 101 reasons why they need to stay in locations like Jacksonville or Atlanta, and for the most part, these reasons are personally driven and not career driven. I dream of the day when my phone rings, and the individual on the other end begins the conversation with, "Senior chief, I'm in my nine-month window and I would like to know what career enhancing opportunities you have available," instead of "Senior chief, I'm in my nine-month window, and I'm stationed in Jacksonville. I'm wondering if

you have any billets available here, because..."

With that said, I'll do the best I can to meet your needs when it comes to negotiating for PCS orders. But, keep in mind that I only have a certain allotment of authorized billets at a given command/ location. Before you call to negotiate for your next set of orders, do some research on what will best suit your career. Your Command Master Chief, chief and Command Career Counselor are your greatest resources, because these are the people that can give you the best advice on what you are eligible for, as well as what your next career move should be. The World Wide Web also has tons of community information available: public school systems, off-



duty education, weather, cost-of-living, sports activities, job markets, housing costs, etc. After you and your family have discussed your findings, choose three of those locations that would fit your needs, and then call to negotiate for orders. This will make the negotiating process much easier for both of us. It will also diminish the surprise factor when you call and find out that I have nothing available in Jacksonville.

*AWCS(AW/NAC) K. Lee  
AC/AW/AZ/Aircrew Detailer  
N417*

## Opportunities Abound for TARs

As we enter the 21st century, the TAR community continues to provide unique opportunities in every state of the union for every Sailor to excel. Once a member comes off his or her sea tour, opportunities exist to experience a small town community such as a reserve center in Fargo, N.D., or Billings, Mont. These and many other reserve centers offer a unique chance for a sailor to share their fleet experience to "selected reserve" Sailors who are eager, willing and anxious to better serve their country. A tour at a reserve center also gives the Sailor a chance to pursue a college degree or even enhance their technical background.

Want to be more involved in your rate? Consider being stationed at SIMA Ingleside, Texas, where they are aggressively getting their Sailors involved in the journeyman program. This program allows you to hone your skills in a particular rating, and upon completion of this course, you should have your apprenticeship or journeyman certificate completed.

For the engineman coming off sea duty, how about a tour at one of the inshore boat units or at a mobile inshore underwater unit? These commands provide a challenging tour of duty you will remember for a long time.

Do you want a tour as demanding as your ship, but want to know more about the Explosive Ordnance Disposal Community? TARs have the majority of support billets at the EOD mobile units throughout the United States. This will enable you to work side by side with the explosive experts. Opportunities exist for the EN/EM/HT ratings.

Do you love being an on-scene leader and want to make a major impact on a ship's readiness? Take a billet at a Fleet Training Center, where you can instruct fire fighting or damage control wet trainer. You can go home at the end of the day knowing you had a positive effect on today's Sailors. You can also be involved at a wet trainer in Houston, Texas; New Orleans, La.; Green Bay, Wis., or Orlando, Fla.

Did you like the discipline and structure of Boot Camp? Billets are immediately available to be a Company Commander in Great Lakes or to help run the APG (Advanced Pay-Grade) Boot Camp in Great Lakes.

Contact your detailer early in the negotiating process, and remember a world of opportunities exist for you in the "TAR Navy." Pursue your warfare qualifications and continue to excel. Feel free to call me at DSN 678-6206, Comm (504) 678-6206, or E-mail at [nrpc-418@nrpc.nola.navy.mil](mailto:nrpc-418@nrpc.nola.navy.mil). My requisitions are also available, via an automatic kickback system, by E-mailing me at [nrpc-418reqs@nrpc.nola.navy.mil](mailto:nrpc-418reqs@nrpc.nola.navy.mil).

*HTC(SW) D. Pellinen  
HT/DC/EN/MR/EM/FN Detailer  
N418*

## PRD Adjustments and Extensions

Projected rotation dates (PRD) for your next duty station are established when orders are written. Your PRD is based on the current NAVADMIN. It should not be affected by advancement or reduction in rate. A PRD may change, however, if a change is made to the sea/shore tours for the entire rating.

If you request a PRD adjustment/extension, an Enlisted Personnel Action Request (NAVPERS 1306/7) must be submitted to your detailer. Requests should reach your detailer no later than 10 months prior to current PRD. Requests received after the nine-month window may be disapproved because your billet may have been reassigned.

You may fax your Enlisted Personnel Action Request (NAVPERS 1306/7) for PRD Adjustments/extensions to DSN 678-6211, Comm (504) 678-

*Continued on the next page*

## EPMAC Assumes Placement Role

As an outcome of the Enlisted Distribution System re-engineering effort, the placement of enlisted personnel will be reviewed and advocated by one entity, the Enlisted Placement Management Center (EPMAC), in New Orleans, La. EPMAC will work in partnership with Navy Personnel Command and Naval Reserve Personnel Command detailers to ensure Sailors are optimally assigned, taking into consideration both an individual's duty preference and the readiness needs of activities.

EPMAC's mission is to represent commands' interests and advocate placement of Sailors to enhance readiness of ships, squadrons, shore establishments and other units. This is done by monitoring units having competing needs, and simulta-

neously reviewing all ratings and closed loop NECs for trends in distributable inventory.

EPMAC is your activity's point of contact in the distribution system for inquiries about both manpower (needs/order status/assets available/projections), and where to articulate placement issues as they relate to the Navy Manning Plan (NMP-a command's "fair share" of Sailors available for distribution). EPMAC is the command's advocate in the complex business of distributing Sailors. Changes or issues regarding a unit's billet requirements should be addressed by current procedures.

Consolidation of Placement will enable detailers to better

focus on the Sailor. The detailer should be regarded as the advocate for the Sailor's needs and preferences and as a professional rating counselor. Contact with the detailers is to be reserved for their constituents and those speaking on the constituent's behalf for current needs or future orders. Inquiries about a member's relief or other manning matters need to be directed to placement, at EPMAC.

For more information about EPMAC, visit our Home Page on the World Wide Web at <http://www.epmac.nola.navy.mil>.

*CAPT Ross  
Commanding Officer  
EP40*

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### ***TAR PRD continued from previous page***

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6211. Requests must include your CO's recommendation.

For questions about PRD adjustment/extension or submission of an Enlisted Personnel Action Request (NAVPERS 1306/7), contact PN1(AW) Shank at DSN 678-6210, Comm (504) 678-6210.

*PNC(SW) Cheves  
TAR PN/NC/SPEC PGM/PRECOMM  
N413*

Pregnancy availabilities (DP avails) are required when members are disqualified from their present duty assignment due to pregnancy. Normally, pregnant personnel will be transferred at their 20<sup>th</sup> week of gestation.

All Navy commands are responsible for prompt and accurate submission of availability reports on Sailors available for assignment or reassignment. The Enlisted Transfer Manual, chapter 20, provides instructions on how the Navy can efficiently assign available personnel. The avail must contain the date of the 20<sup>th</sup> week of pregnancy and the

estimated date of delivery. In the interest of stability, personnel readiness, cost effectiveness and the morale of the individual, accurate, complete and timely submission of availability reports is essential. Errors ultimately delay transfer of the individual.

Once the avail is received, Code 472 will write the member to shore duty and set the PRD for four months after the estimated date of delivery.

*PN2 C. R. Elwood  
Asst. Leading Detailer  
EP471C*

## Military Collocation Assignments

Collocation assignment for military couples will be made whenever possible, providing the criteria in ENLTRANSMAN 3.21 are met. In order to be eligible, members must be married at the time of request. Requests must be submitted to the appropriate detailee at EPMAC for non-designated personnel, and BUPERS for rated personnel.

Sailors requesting spouse collocation must have completed one year on board their current duty station at the time of transfer, although the request itself should be submitted at least six months before the requested transfer month. Sailors must have sufficient obligated service to complete a minimum activity tour at the next duty station. Every attempt will be made to match PRDs to provide for future collocation assignment.

Married military couples will not be assigned to the same ship. First term, non-designated personnel will usually be assigned simultaneous sea duty.

For non-designated personnel, EPMAC must receive NAVPERS 1306/7 from both military members, whether the spouse is non-designated or designated. If both requests are not received, this



will delay the transfer, because the request will be returned without action.

Every effort will be made to accommodate each valid collocation request. However, this should not be construed as a guarantee for immediate assignment.

*PN2 C. R. Elwood  
Assistant Leading Detailee  
EP471C*

## Overseas Extensions \$ave \$ailors \$

The Overseas Tour Extension Incentives Program (OTEIP) offers eligible Sailors the opportunity to receive one of three incentive options for a 12-month or longer extension of their PRD.

Option A offers \$80 per month special pay for each month during the period of the extension; Option B gives 30 days rest and recuperative (R&R) absence during the period of extension. Option C offers 15 days R&R absence, plus round trip transportation at government expense

from the location of the extended tour of duty to the port of debarkation and return during the period of extension, for the active duty member only.

Eligible personnel include those serving on types 3 and 4 and those units listed in OPNAVINST 4600.16E. All requests for voluntary extensions of 12 or more months will be submitted to BUPERS (PERS-461E), not more than 12 months or less than 8 months prior to current PRD, utilizing the En-

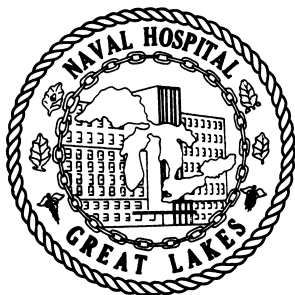
listed Personnel Action Request (NAVPERS 1306/7). Non-designated personnel (SN, AN and FN) requests for PRD extensions will be submitted to EPMAC code 47, which will coordinate with PERS-461E for the option elected.

*PN2 C. R. Elwood  
Assistant Leading Detailee  
EP471C*

## Put In For My Outfit

# Naval Hospital Great Lakes Needs HMs, Others for Summer Surge

Want a break from your daily routine? Want to help shape the Sailors of the new millennium? Then submit a chit through your chain of command to join the Recruit Summer Surge, from June to October 2000.



Every year, over 50,000 recruits pass through Great Lakes in order to be United States Navy Sailors. Over 22,000 are processed during the Summer and Autumn months. This means that the numbers at Great Lakes triple, and with that a need for HM, YN, PN, DT and administrative support.

Great Lakes Hospital has a newly commissioned Branch Medical Clinic, the USS RED ROVER, which can medically process 400 recruits per day. Corpsmen also serve at Branch Medical Clinic, USS TRANQUILITY, that provides Recruit care at the training center.

Many participants of the Summer Surge, from other commands, have not only worked hard but have taken advantage to see family in the mid-west, attended a Chicago Bulls, Bears or Cubs game and enjoyed all that America's third largest city has to offer. Great Lakes is only minutes from the Wisconsin border, which offers great opportunities for hunting, fishing and hiking.

Summer Surge is professionally rewarding. Several participants were selected to receive military awards (NAMs and Letters of Commendation) for excellence in processing the volume of recruits that come aboard during the recruit Summer Surge.

If you are a Corpsman at a treatment facility with a desire to be part of our team, or you are with the fleet and at a stand-down phase, consider submitting your chit through your chain of command. Great Lakes Naval Hospital will fund selectees' per diem, lodging and transportation.

The following is a list of critical ratings needed during the 2-3 month Summer Surge:

Ind. Duty Corpsmen	8402/25
Pharmacy Technicians	8482
Physical Therapy Technicians	8466
Optometry Technicians	8463
Psychiatric Technicians	8485
Aviation Technicians	8406
Laboratory Technicians	8506
Yeoman	0000
Personnelman	0000

If you would like to learn more, call the Naval Hospital Great Lakes Plans Operations and Medical Intelligence Office at DSN 792-2719, Comm (847) 688-2719.

*LT Youssef H. Aboul-Enein, MSC  
Naval Hospital Great Lakes PAO*

**LINK is  
printed at  
the rate of  
one copy for  
every five  
Sailors.**

**Read it and  
pass it on!**

## Put In For My Outfit

# USS MAHAN is “Built to Fight”



Are you ready for a challenging and rewarding sea tour on the world's finest destroyer?

Search no more. USS MAHAN (DDG 72) is looking for Sailors to join our professional team. Commissioned in February 1998, MAHAN is the 22nd Arleigh Burke destroyer and the first Flight II variant.

MAHAN has proven her motto “Built to Fight.” The ship has the most advanced computer technology, weapons and engineering plant of any Navy warship. Through a rigorous inspection cycle, MAHAN built an outstanding reputation on the waterfront and in her class. Commander Destroyer Squadron TWO SIX chose MAHAN as his flagship early in 1999.

MAHAN makes crew quality of life a primary focus, offering excellent opportunities for professional development, career enhancement and college education while at sea. Our media resource center provides Sailors access to computer technology for both education and entertainment.

MAHAN is homeported in Norfolk, Va. For more information, contact your detailer or the MAHAN Command Career Counselor at DSN 564-3202, Comm (757) 444-2307.

*NC1 Boben  
Command Career Counselor  
USS MAHAN (DDG 72)*

## Try Recruiting in the Windy City

Are you looking for a rewarding job with a host of benefits, or a challenging billet to boost your career? Then Navy Recruiting District Chicago is for you! Come to Illinois and be a team member of the best recruiting district in the nation!

The Chicago district includes 44,000 square miles, encompassing Central and Northern Illinois and Northern Indiana. This assignment provides opportunities ranging from “big city” excitement to rural charm. A variety of stations ensure that your personal lifestyle can be met. Whether in Rockford, Laporte or right in the middle in Chicago, a challenging, career enhancing billet is waiting for you!

Chicago is a cultural hub, offering big name plays, concerts and museums. With two major cities close by, professional sports offer Bulls, Bears, White Sox, Cubs, Blackhawks, Wolves, Bucks, Brewers and more. The surrounding countryside

provides impressive camping, fishing and resort fun. Additionally, there is an abundance of educational opportunities with many local colleges.

There are many benefits associated with a tour in recruiting at NRD Chicago, including 18 months of sea duty credit for completion of a successful three year recruiting tour; Special Duty Assignment Pay of \$375.00 per month for recruiters; additional clothing allowances; assignment close to hometowns in many cases; increased awards and recognition programs, and meritorious promotion opportunities.

Come to the “Heartland” and join our team of professionals! Call us at Comm (847) 688-7100, ext. 121, or E-mail us at [cmc\\_chi@cnrc.navy.mil](mailto:cmc_chi@cnrc.navy.mil) to find out more.

*MSCM(SW) Don Gosha  
Command Master Chief*



## Put In For My Outfit

# Aviation: Come Train the Atlantic Fleet

Would you like the opportunity to train the fleet on aviation maintenance programs? The COMNAVAIRLANT Aviation Maintenance Management Team (AMMT) is responsible for the training and evaluation of all COMNAVAIRLANT Navy/Marine Corps activities ashore and afloat. The AMMT is comprised of two teams, which travel on average six to eight weeks a quarter, performing evaluations using the CSEC and applicable directives/instructions.

**Training is our emphasis.** The AMMT is looking for hard charging, knowledgeable, experienced self-starters with the ability to provide one-on-one training. A thorough knowledge of the OPNAV 4790.2G and a strong NALCOMIS background are required to train fleet personnel. Back to back sea duty is preferred for first-hand fleet representation. Fleet experts are needed, E7 or above, in the following ratings: AE, AT, AK, AZ, AM.

Prerequisites include:

AE: QAR, battery safety, Micro-Min cal.

AT: Avionics Programs, QAR, calibration, Micro-Min (2m) experience, 0 & I Level a plus.

AK: Tool Control and IMRL manager, be knowledgeable with OPTAR funding.

AZ: Logs and Records, Technical Directives, CTPL, Data Analysis, maintenance / production control experience, strong NAMP background.

AM: Tire and wheel, hydraulic contamination, corrosion prevention and control, HAZMAT, NDI, welding, phase maintenance, QAR.

AME/PR: QAR, multi platforms.

AD: Oil Analysis, Line operations, engine test cell operations, QAR experience.

AO: Logs and records for AAE, QAR, thorough knowledge of CNALINST 8023.

AS: SE licensing, PMS and training, QAR, extensive SE maintenance background.

For more information, contact us at DSN 565-9809/9810, or contact your detailer about these exciting training opportunities with the fleet!

# DISA Offers Sun, Technology in Hawaii

Come to Paradise – Defense Information Systems Agency Pacific (DISA-PAC), on Wheeler AFB, Hawaii.

Are you interested in a technically challenging joint assignment? How about learning more about the latest technologies like Integrated Services Digital Networks (ISDN), Synchronous Optical Transmission (SONET) and Videoconferencing? Become proficient in the operation, administration and security of network operating systems like UNIX and Windows NT. Work with the latest tools designed to detect and protect against network intrusions. Not convinced yet? How about being stationed in a sub-tropical paradise, enjoying all the beauty and excitement of Hawaii?



If you've answered yes to these questions, DISA-PAC is the place for you. We lead the pacific region in IT solutions, and we support all military services of the U.S. Pacific Command and Pacific DOD Agencies. If you're an IT1 or above, ask your detailer for an exciting and rewarding tour at DISA-PAC! We need NECs for Tech Control (old 2318/2319 or new 2379), and Information Systems Admin and Security (2735/2780).

Billets now available include: ITC (JUL00), Guam Field Office YN1(OCT00), Korea Field Office YN1(MAY00). Check JASS for other billets.

For more information, call ITCS(SW) Adams at DSN 315-456-1822, Comm (808) 656-1822 or E-mail [adamsm@pac.disa.mil](mailto:adamsm@pac.disa.mil).

## Put In For My Outfit

# Accept the Souda Bay Challenge

At the U.S. Naval Support Activity Souda Bay, our mission is to support U.S. and allied forces operating in the European Theater, including ships and aircraft. Support is our middle name and we provide it better than anyone else! We offer the fleet the deepest natural harbor in Europe, the only carrier pier in theater, and the longest runway in the Mediterranean. Most importantly, we provide the unequaled dedicated professionalism of each and every man and woman assigned.

Souda Bay is a one-year unaccompanied overseas assignment (Type 3) that counts as sea duty for rotation purposes. We guarantee that your job here will challenge both your professional knowledge and talents whether you are new to the Navy or an experienced petty officer.

Live on the island of Crete in the eastern Mediterranean Sea, and sample life in the place where western civilization was born. There's good reason why hundreds of thousands of tourists each year choose to visit Crete, if only for a few days. The countless pristine beaches, beautiful climate and irresistible Greek cuisine are only a few items that top the long list of attractions to be enjoyed by all who visit the island.

Souda's rate training program is second-to-none, and off-duty education opportunities

abound with PACE, University of Maryland and numerous "distance learning" courses available.

Off-base recreational opportunities are limited only by your imagination. Whether you're interested in snorkeling or diving in crystal clear seawaters or hiking, camping and rock climbing in rugged hills and mountains you will find it here. If travel interests you, our superb MWR department frequently offers tours and travel opportunities around the island, mainland Greece or to numerous exotic places like Egypt or Israel.

On-base quality of life facilities are plentiful, including bowling alley, softball field, soccer field, fully equipped fitness center, basketball, tennis, racquetball courts, club, bar, snack bar and well-stocked NEX/Commissary.

It takes dedicated and professional people to provide the wide-range of support that our mission requires. Our presence is dedicated to taking care of the fleet and airborne

operations in this strategically critical area of the world, our primary mission, while building a spirit of cooperation with our Greek Allies.

For additional information about a rewarding assignment at Souda Bay, contact our Command Career Counselor at DSN 266-1377, Comm 30-821-66200 ext. 1377, or E-mail [sbccc@souda.navy.mil](mailto:sbccc@souda.navy.mil).

Contact your detailer today and ask for Souda Bay! We look forward to welcoming you onboard as the newest, hard charging Navy professional of Team Souda.

*Paul Farley  
NAVSUPACT Souda Bay  
Public Affairs Officer*

## Check it out!

***Learn how easy it is to complete your degree while in the Navy. The Navy College Program combines your Navy schools and training with your off-duty education, all on one transcript. Learn more at [www.navycollege.navy.mil](http://www.navycollege.navy.mil)***

***DSN 922-1828, or  
toll-free (877) 253-7122.***

## Put In For My Outfit

# CT- Tactical Cryptologic Support

Looking for a challenge that's different from any other? Consider the Tactical Cryptologic Support (TCS) to Naval Special Warfare (NSW) Program. NSGA San Diego and NSGA Northwest (Va.) have 35 CTI/CTR/CTT billets each, for hard-charging, physically fit CTs with a strong technical background. Sailors assigned to this program routinely train and deploy with Navy SEAL platoons and Special Boat Unit Detachments to provide cryptologic support to their operations.

Applicants must be male, E5/E6 and less than 30 years old prior to starting training (waivable). You must complete a screening, which includes a PT test IAW MILPERSMAN 1220-340. You must not be color-blind, with vision correctable to 20/20. CTIs: Languages include Arabic, French, Korean, Persian-Farsi, Serbo-Croatian and Spanish (minimum DLPT L2/R2). Candidates attend the ten-week Special Warfare Combat Crewman basic course in Coronado, Calif., followed by the two-week Survival, Evasion, Resistance and Escape (SERE) course at NAS North Island.

Upon successful completion of both courses, members will be assigned to NSGA Northwest or San Diego for a three-year tour, where they will receive advanced special warfare training and deploy alongside the world's premier Special Operations Forces. CTTs will deploy primarily with Special Boat Unit MARK V Detachments and operate the PRIVATEER II ESM system. CTIs and CTRs will deploy with SEAL Platoons and SBU MARK V and RHIB Detachments participating in a wide variety of SOF missions, operating man-portable surveillance systems. In addition to directly supporting NSW operations, all personnel play a wide variety of roles including cryptologic support during mission planning, training Naval Special Warfare personnel, supporting local exercises and providing Intel watch support for ongoing operations.

For more information, contact CTTC(SS/CC) Tiernan, NSGA San Diego, at DSN 735-9883, Comm (619) 545-9883, or E-mail [tiernan.joseph@nsgasd.nasni.navy.mil](mailto:tiernan.joseph@nsgasd.nasni.navy.mil).

# VFA-146 Offers Challenge, Cohesiveness

Enhance your career with the "Blue Diamonds." If you're looking for a challenging yet rewarding career opportunity, your next duty assignment should be with Strike Fighter Squadron 146. The F/A-18C Hornet community offers one of the most demanding, highly visible sea duty adventures available. We are a close organization with quality job accomplishment, unit cohesiveness, and we enjoy maximum professional development. Although we pride ourselves on combat readiness, the personal

welfare of our Sailors and their families is never compromised. We cherish our reputation as one of the most sought out squadrons in Naval aviation. The "Blue Diamonds" enjoy deploying on one of the Navy's newest aircraft carriers – USS JOHN C. STENNIS (CVN 74).

VFA 146 is homeported in sunny California, approximately 40 miles south of Fresno in the Central San Joaquin Valley. Beautiful Yosemite and Sequoia National Parks are a short drive from Naval Air Station, Lemoore.

The Blue Diamonds challenge each and every one of you to strongly

consider this unique opportunity and encourage you to join our team. For additional information about our mission, contact our Command Career Counselor, PNC Hurley, at DSN 949-3180, E-Mail

[mhurley@vfa146.lemoore.navy.mil](mailto:mhurley@vfa146.lemoore.navy.mil).



## Put In For My Outfit

# Reserve Patrol Wing Mobile Ops



COMRESPATWING MOCC East is looking for aggressive self-starters who wish to become part of our mobile command, control, computers, communications, intelligence, surveillance and reconnaissance (C4ISR) team.

A shore duty unit attached to the staff of Commander, Reserve Patrol Wing, the COMRESPATWING Mobile Operations Control Center East is homeported at NAS-JRB Willow Grove, Penn.

Supported by the Naval Air Reserve ASW Training Center, the CRPW MOCC is a self-contained cadre which provides command and control for P-3C Orion squadrons in mission areas from Undersea Warfare to counter drug operations. We conduct training detachments to CONUS sites, as well as augment fleet operations throughout the Mediterranean and Caribbean.

NAS-JRB Willow Grove, a small joint reserve base located in the town of Horsham, Penn., is less than an hour from Philadelphia. A range of activities in the

area range from the tranquility of Pennsylvania Dutch farmland to the hard-hitting excitement of the Flyers, Eagles, 76ers, and Phillies, will provide you and your family a most rewarding tour.

Billets exist for E5 through E7 USN and TAR personnel, in the AW, ET, OS, and IT ratings.

If you have the drive and determination to break out of the mold and excel in all facets of aircraft command and control, you can become part of this tightly knit, dynamic team.

For more information, contact your Command Career Counselor, or call LT Kenneth Lynch at DSN 991-6588, E-mail at [moccwg@manta.nosc.mil](mailto:moccwg@manta.nosc.mil).

## Join a Group of Culinary Professionals

If you are interested in a tour of duty which will be both professionally and personally rewarding, then the Commander-in-Chief Executive Dining Facility at the White House could be a great future duty assignment for you.

The Navy's finest Mess Management Specialists have been providing services to the Commander-in-Chief since 1951. We are continuously looking for Mess Specialists with outstanding culinary skills in paygrades E5 to E8 to staff the Commander-in-Chief Executive Dining Facility.

If you would like more information regarding this outstanding assignment, call MSCM(SW/AW) Powell at DSN 284-2000 extension 7-1219, Comm (202) 757-1219.



## Put In For My Outfit

# Help Change the World from Texas

How would you like to travel around the world, meet interesting people and learn about their culture, without leaving the good 'ol USA?

If you're interested in a unique and challenging joint duty tour, come join a world-respected team that's leading the way in English language training at Defense Language Institute English Language Center (DLIELC).

The mission of DLIELC is to train international military and civilian personnel, from more than 80 countries, to speak and teach English, manage the English as a Second Language Program for the US military, manage overseas English training programs and conduct the DoD Informational Program.

As a member of DLI, you'll meet and greet newly arriving International Military Students and be responsible for their morale, welfare and discipline. There's plenty of time to pursue outside education at local community colleges and universities. We encourage it.

DLIELC is located on Lackland Air Force Base, in San Antonio, Texas. Home of the 1999 NBA World Champions, the San Antonio Spurs, San Antonio appeals to sports fans. As a major Texas tourist area, San Antonio offers a tropical Riverwalk with many restaurants along its path. Or, enjoy a leisurely ride on a river taxi. Market Square, which dates from 1840, is packed with popular Tex-Mex restaurants. Then there's the McNay Art Museum and its tranquil garden. Besides these attractions, there's Sea World of Texas, The San Antonio Zoo, Fiesta Texas and, of course, the Alamo.

Lackland is home to Air Force Basic Military Training as well as the majority of Air Force Technical Training. About 4,000 Navy students are trained at Lackland annually in physical security. Team Lackland is the recent winner of back-to-back Base Excellence Awards.

If you're interested in joining the best, contact your detailer or Command Career Counselor.

## Wanted: Drug and Alcohol Counselors

Are you a current or former Navy Drug and Alcohol Counselor (NEC 9519) approaching your PRD? Would you be interested in a rewarding tour as a Navy Drug and Alcohol Abuse Prevention Trainer? Commander, Navy Personnel Command Detachment, Drug and Alcohol Program Management Activity (CNPC DET DAPMA) San Diego has an immediate opening for a qualified E7 or E8 interested in this challenging field.

*DAPMA* San Diego's mission is to provide drug and alcohol abuse prevention education to Navy commands west of the Mississippi, and assigned throughout Pacific Fleet. We also provide deglamorization and health promotion services, as well as training and technical assistance.

Our staff is comprised of former Navy counselors and other experts in substance abuse prevention

education, treatment and Navy policy. We provide scheduled Mobile Training Team (MTT) services to Navy and USMC commands with the following courses: Alcohol and Drug Abuse for Managers and Supervisor (ADAMS), Drug and Alcohol Program Advisor (DAPA), Urinalysis Program Coordinator (UPC) and Navy Drug Screening Program (NDSP). We also provide technical assistance to commands interested in establishing or improving their own prevention programs and Right Spirit Campaign GMT briefings.

For more information on *DAPMA* San Diego, contact Mr. Tommie Young at DSN 522-4978, Comm (619) 532-4978. For information on NADAP follow-on tours, call the Special Programs Detailer, GMC(SW/AW) Arguello at DSN 882-3862 or E-mail [p4010d1@persnet.navy.mil](mailto:p4010d1@persnet.navy.mil).

## Put In For My Outfit

# PSD Bangor: Where Sailors Advance

Are you a PN or DK transferring to shore duty? Looking for a command where you can finish your college degree? Want to be part of a team of professionals boasting an advancement rate in excess of 60 percent? Look no farther than PSD Bangor, located on beautiful Submarine Base Bangor, Wash.

PSD Bangor services over 7,000 personnel assigned to 8 trident submarines and 60 tenant activities, including Transient Personnel Unit, Puget Sound. The command recently received their third consecutive "Certified Pipeline Movers" certificate, and consistently scores outstanding on both pay and personnel inspections.

Located on the Kitsap Peninsula, Submarine Base Bangor affords stunning views of the Olympic Mountains to the North and West and Mount Rainier to the Southeast. Seattle, with its myriad of cultural activities, is just a 30-minute ferry ride across the pristine waters of the Puget Sound. The 7,000-acre base is home to an incredibly diverse wildlife population. Birds nest, fish swim in the base lakes and tame deer graze outside our windows.

The command believes in preparing its Sailors for advancement, providing daily training with mock Navy-wide exams to help prepare candidates. This has had incredible results, with exam scores well above Navy average. Over 60 percent of detachment personnel were selected for advancement.

Education is fully supported by the chain of command, and 75 percent of PSD Bangor Sailors are currently pursuing an associate's, bachelor's or master's degree through one of four college campuses located on base. This attention to the whole Sailor is a proven success. The Detachment hosts one of only 19 TAR PNCs selected for advancement, and has a success rate of 67 percent for selection to a commissioning program.

For more information on how you can be part of TEAM PSD Bangor, contact YNC(SS) Whetstone via E-mail, at [whetstonem@psaps.navy.mil](mailto:whetstonem@psaps.navy.mil), or call DSN 744-5768, Comm (360) 396-5768.

*PNC(SW) Suzan Pearce  
Command Career Counselor  
PSD Bangor, Wash.*

## How Do I Get Published In *LINK*?

Commands wanting to have their unit or ship featured in the *Put In For My Outfit* section of *LINK* should send their submission via E-mail to:

[link@persnet.navy.mil](mailto:link@persnet.navy.mil)

Tell us about your ship or unit and why a Sailor would want to request orders there. Include a point of contact for more information, telephone and fax numbers, E-mail address and a WWW Site, if available. Be sure to include a statement indicating that your submission has been approved by your chain of command.

*Put In For My Outfit* articles run on a space available basis.



## Put In For My Outfit

# Shallow Water MCM Detachment

Welcome to the only Very Shallow Water Mine Countermeasures Detachment (VSW MCM DET) in the United States Navy. Our mission is to move, find and neutralize mines and obstacles in the VSW zone (40 to 10 feet) in support of amphibious operations. The Detachment is the answer to the Navy/Marine Corps team "Forward from the Sea" doctrine if there is a VSW mine threat, and is the modern upgrade to the previous UDT mission.

VSW MCM Detachment is a very unique team. You will be working and training with fellow SEAL and EOD operators, USMC Recon personnel, fleet technicians and marine mammals (Atlantic bottlenose dolphins). The detachment has two operational platoons, the Diver platoon and the MMS (Marine Mammal System) platoon. It is supported by a small headquarters element, and when fully operational in July, will operate as a worldwide contingency force. There is no structured deployment schedule, and work-ups for this detachment will be two or three fleet exercises a year.

VSW MCM is Type 2 sea duty. The Detachment is currently located on board the Naval Amphibious Base Coronado, Calif., and will be homeported there for the foreseeable future. It is no secret that the cost of living in California is high. If you

haven't been here since your initial training, you may find that there are more "pros" than "cons" to living in Southern California.

We need volunteers for the following ratings: EM and YN. It is also no secret that this is a very difficult mission. If you are

interested in one of the detachment billets available at this detachment or want more information, contact your detailer or the detachments Senior Enlisted Leader, GMCM Don Schwalback, at DSN 577-5324, Comm (619) 437-5324.

**Be sure and check the Enlisted Community Managers' section in the front of *LINK* for important information about your community.**

## USS LAKE ERIE Offers Sun, Fun and Adventure

If the headline caught your attention, then the USS LAKE ERIE (CG 70) is the ship for you. Homeported in scenic Pearl Harbor, Hawaii, USS LAKE ERIE is a top notch AEGIS Cruiser with a reputation of excellence and innovative quality of life initiatives. Commissioned in 1993 with a crew of 350-plus superb Sailors, LAKE ERIE constantly rises to our challenging mission of prompt and sustained combat operations at sea.

If you are up to the challenge and want a rewarding duty station, LAKE ERIE is the place for you. Speak with your detailer,

then contact me for more details at DSN 474-2275/23, Comm (808) 474-2275/23. E-mail us at [ccc@lake-erie.navy.mil](mailto:ccc@lake-erie.navy.mil), or [cmc@lake-erie.navy.mil](mailto:cmc@lake-erie.navy.mil).



*NCI(SW) Ruben Hilerio Jr.  
Command Career Counselor  
USS LAKE ERIE CG70*



## Put In For My Outfit

# USNTPS: The Future Starts Here

Wanted: Top caliber aircraft maintenance professionals, seeking opportunities in a dynamic and challenging operational environment! The United States Naval Test Pilot School offers all this and more!

Located at Naval Air Station Patuxent River, Md., USNTPS is a vital element of the Navy Aviation team, training test pilots, naval flight officers and engineers in the art and science of flight test. Maintenance personnel are exposed to a generous variety of aircraft types and enjoy virtually unlimited career and personal development opportunities. A peerless off-duty education and MWR program combine to make this duty station home to the most rewarding and enjoyable shore duty tour ever!

Patuxent River is nestled between the Chesapeake Bay and Potomac River, approximately 60 miles southeast of Washington, D.C. Along with the attractions in the nation's capital, all the choice



recreation destinations of Virginia, Maryland and Delaware are conveniently nearby. The area is a mecca for outdoor activities (the base itself boasts fully stocked lakes and prime saltwater access). A cozy atmosphere, combined with an easy commute to big-city conveniences makes Patuxent River a haven for families as well as single Sailors.

If you are professionally motivated and seek a career-enhancing lifestyle, submit your duty preference for USNTPS. We are always looking for fleet-savvy AMs, ATs, AEs, ADs, ABHs and AZs to join our ranks. For details on the best squadron in the Navy, contact me at DSN 757-1522, Comm (301) 757-1522, or E-mail: [martinta@navair.navy.mil](mailto:martinta@navair.navy.mil).

*ATCS(AW) Tim A. Martin  
Command Senior Chief  
United States Naval Test Pilot School*

## Join Us at the Tip of the Lance: VAQ-131

The Lancers of Electronic Attack Squadron 131 are looking for motivated team players to be a part of the best electronic attack squadron in the world. We fly and maintain the EA-6B Prowler, the premier radar jammer and HARM shooting platform. The "World Famous, Combat Proven" Lancers have just returned from a record-setting WESTPAC deployment with Carrier Air Wing TWO aboard USS Constellation (CV 64). We seek enthusiastic professionals in the AD, AE, AK, AM, AO, AT, AZ, PN, PR and YN ratings.

VAQ-131's homeport is NAS Whidbey Island, Wash., in the heart of the Pacific Northwest, with beautiful views of the Puget Sound and the Cascade mountains greeting you everywhere you go. Lo-

cated 80 miles north of Seattle and 100 miles south of Vancouver, British Columbia, NAS Whidbey resides next to the town of Oak Harbor, with a population of 15,000. The area boasts some of the finest hiking, rock-climbing, biking, skiing, sailing and camping imaginable. Once you have lived in the northwest, you won't want to leave!

If you are a highly motivated, superior performer who wants to reap the benefits of working for the finest squadron in Naval Aviation, then come join the Lancers. Submit your duty preference to your detailer for orders to VAQ-131 and consult your Command Retention Advisor. Find out more about the Lancers at [www.naswi.navy.mil/vaq-131/home.html](http://www.naswi.navy.mil/vaq-131/home.html).

## Put In For My Outfit

# Puerto Rico: Island of Enchantment

Looking for a fun and exciting overseas or shore tour? U.S. Naval Security Group Activity, Sabana Seca just might be for you. Join a professional team that has established a record of success in supporting the Navy's mission in the Caribbean. With upgrades to our systems and new missions on the horizon, our Command's contributions will continue to grow. We need dedicated and professional people in a variety of operational and support functions.

About 1,600 miles southeast of New York and 1,000 miles south of Miami, Puerto Rico's magic comes from its beautiful sandy white beaches, mountainous rain forest and hilly scenic interior where the people are particularly friendly. With a climate once described as "perpetual June," island temperatures average 84 degrees. Base activities

range from a challenging and interesting mission to year round sports programs that extend from Captain's Cup leagues to inter-base travel opportunities throughout many areas of the Caribbean. Your tour here can be both personally and professionally rewarding. Want to check us out first? Visit our Web-Site at <http://www.nsgass.navy.mil>.

Billets exist for the following ratings at NSGA Sabana Seca: CTA, CTI, CTM, CTO, CTR, SK, MS, PC, BM, MA, GM, CE, CM, EN, EO, JO, MM, NC, RP, UT, YN, 9302 (Spanish Linguist) and 9545 (Physical Security). For additional information, contact the NSGASS Command Career Counselor, NC1(SW) Chilton at 787-261-8322 or via E-mail at [kdchilton@nsgass.navy.mil](mailto:kdchilton@nsgass.navy.mil).

NC1(SW) Kevin Chilton  
NSGASS CCC

# Shore Duty in the Paradise of Hawaii



Located near the North Shore of Oahu, Naval Computer and Telecommunications Area Master Station, Pacific (NCTAMS PAC) is centered in the midst of a rain forest, surrounded by pineapple fields. If you are looking for a rewarding and challenging shore duty assignment with a keen sense of teamwork, then NCTAMS PAC is your next shore duty assignment.

Along with a great local culture and "Aloha Spirit," Hawaii has excellent sports options. If golf is your game, all I need to say is Hawaii *has no off season*. Enjoy year-round surfing, snorkeling, swimming and some of the world's best fishing.

Along with the many worthwhile volunteer activities that can give your career that extra boost, NCTAMS PAC has an attached Navy College Office that offers classes from five colleges. These classes are offered on base, or just a short drive away from anywhere on the island.

There are also many sea-duty assignments in Hawaii that are a great asset if you are considering home-steading in Hawaii.

Government housing is now going through it's final stages of construction throughout the island. NCTAMS PAC also offers newly-renovated government housing on base. You could have a nice 5 minute walk to work each morning.

We are looking for highly motivated and team oriented professionals in the IT, ET, YN, PN, NC, BU, OS and MA ratings.

Don't let the opportunity of a lifetime pass you by. This is the assignment you've been waiting for. Become part of the "Pacific Voice of Command."

For more information, contact our Career Counselor at DSN 453-0089, Comm (808) 653-0089. You can also visit our Web Site at <http://www.nctamspac.navy.mil>.

OS2 M.C. Messina  
NCTAMS PAC Public Affairs

# Atlantic Fleet Logistics Support Center: We Deliver Satisfaction

Are you looking for a rewarding job? Do you want to support the entire Atlantic Fleet? If you're customer service oriented and eligible for shore duty, come join the team. The Atlantic Fleet Logistics Support Center (a.k.a. TRIREFAC DET, SUBLOGCEN Norfolk, Va.) is seeking submarine qualified Storekeepers who want to be on a winning team.

We provide time sensitive support to all units of the Atlantic Fleet by receiving, processing and passing Issue Priority Group One requisitions. We ensure all deployed units have the necessary material to meet mission obligations.

Did you say education? You'll be interested to know that you can start, continue or even finish a college degree while assigned at this command. Academic opportunities are abundant here in the Hampton Roads area. The PACE program is in full swing and supported by the command.

We currently have several openings available through JASS. So come and be part of a team that cares about the fleet, you, your family and your education. For more information contact the Command Career Counselor at DSN 646-2398, Comm (757) 443-2398.

## Sea Combat Air Control

Are you looking for a new challenge? Are you looking for a way to enhance your career future? Try Sea Combat Air Controller School (SCAC), which awards NEC 0327. This is the Navy's new "Super Air Controller," capable of controlling all U.S. service and allied aircraft through various operations.

The SCAC course is online, approved and is ready to be taught. In the very near future, manning requirements for ships, especially aircraft carriers and most air capable amphibious ships, will include SCAC billets. You now have the opportunity to be one of the first Sailors to hold this NEC, and be a

part of the Navy's vision of future operational manning.

To qualify for this school you must be an Operations Specialist, E4 or above, with a minimum of one year operational CIC experience. You must be serving in a unit billeted for an air controller, complete the SCAC pre-school hand book, and pass the pre-test with a minimum score of 70 percent. You must also have 12 months remaining of your current enlistment upon completion of the course, and a secret security clearance transmitted to the school NLT 14 days prior to class convening date.

For more information, contact FCTCLANT Air Control Office at DSN 492-7842/45, Comm (757) 492-7842/45, or FCTCPAC Air Control Office at DSN 553-8215/17, Comm (619) 553-8215/17.

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**Click On "News Stand"**

## Put In For My Outfit

# Shore Duty in Sunny Rota, Spain

Personnel Support Activity Detachment Rota, Spain, offers highly motivated PN's and DK's the opportunity to set the standard in pay and personnel support. Throughout the years, PSD Rota has been on the cutting edge of pay and personnel support; test site for SDS ashore, DJMS and the European training site for the upcoming transition to NSIPS. We are equipped with the latest computer technology and have a 22-station NSIPS training room standing by. Consider PSD Rota, Spain, if you're looking for:

- A rewarding and challenging billet on the cutting edge of personnel and pay support.
- A gateway to travel opportunities in Europe.
- Safe schools with a small town atmosphere.
- Off-duty college education.

We offer great shore duty and the opportunity to be at the top of your field. PSD Rota is a medium sized detachment serving nearly 7,500 active duty, DOD civilians and their families. We work in the team concept, which means a great deal of cross training. Our PN's and DK's are the best anywhere because they do it all; the "PK" system is alive and well in Rota, Spain.

We are a quality of life oriented command, and we encourage quality time with family and personal enrichment for our single sailors. We stand a nine section duty rotation, with weekends "dogged" Friday through Sunday; this means you have a duty weekend only once every 2 months.

Naval Station Rota, Spain, is located on the Atlantic Ocean and offers a Southern California-like climate with the best MWR and Housing facilities in Europe.

Travel opportunities are available for both families and single Sailors. Gibraltar, Portugal, Seville, Madrid and Malaga are all within reasonable driving distance, and space "A" travel is authorized for family members overseas. Rota is one of the AMC hubs in Europe and offers great travel opportunities to Germany and Italy.

David Glasgow Farragut (DGF) High School and Elementary School are located in the center of housing, allowing many children the opportunity to walk or ride their bike to and from class. DGF offers safe education for K-12, including full day kindergarten.

A variety of off-duty courses are available in both undergraduate and graduate studies from the University of Maryland, University of Oklahoma, City College of Chicago, Embry-Riddle Aeronautical University and Rota Community College. All classes are taught on base and offer convenient schedules to include morning classes, lunch hour classes, evening classes, distance education and some weekend seminars.

Overseas shore duty in Rota, Spain, is a challenging, rewarding and career enhancing tour that both the sailor and the family members will remember always. For more information concerning duty at PSD Rota, visit our Web Page at <http://rota.navy.mil/psd>, E-mail us at [psd48@navsta.rota.navy.mil](mailto:psd48@navsta.rota.navy.mil), or call us at DSN 314-727-3042, Comm 011-34-956-82-3042.

*PN1(AW) Thomas A. Devick  
PERSUPDET Rota, Spain*



**Will you be ready when  
opportunity knocks?**

# LINK Directory

## Enlisted Community Managers / Technical Advisors

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n123c	Joint TAD Contingency Operations	CDR John Croft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 694-1012	224-1012
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb1	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Lamboni	(703) 695-3936	225-3936
n132a	Admin Assistant	Ernie Norton	(703) 614-5599	224-5599
n132s1	Admin Clerk	YN3 Brech	(703) 614-5597	224-5597
n132s2	Admin Support	YN3 McEachin	(703) 614-5598	224-5598
n132c	Head, Strength Plans	CDR Firehammer	(703) 614-5406	224-5406
n132c1	Strength Planner	LCDR Roberto	(703) 695-0888	225-0888
n132c2	Asst Strength Planner	MS Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	LT Patterson	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Simmons	(703) 695-3856	225-3856
n132c4a	Asst TAR Plans	PNC(SW) Bohrn	(703) 695-3853	225-3853
n132c5	Asst Strength Planner	LT Tierney	(703) 614-5446	224-5446
n132c6	CNRC Liaison	CDR Rasmussin	(703) 614-5560	224-5560
n132d	Head, ECM	CAPT Strickler	(703) 695-3935	225-3935
n132dd1	Aviation Mech ECM	CDR Sadsad	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	VACANT	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	CDR(Sel) Martin	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Grice	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4	Hull/Mech/Elec ECM	CDR Grice	(703) 693-7234	223-7234
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Hall	(703) 614-4827	224-4827
n132d4b	Hull/Mech/Elec ECM Support	HT1(SW) Smith	(703) 697-0383	227-0383
n132d5	Surf Com System ECM	CDR Neary	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Chapman	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	RMCM(SW) Hailes	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM/MU/CMC	CDR(Sel) Szymanski	(703) 695-3914	225-3914
n132d7a	Asst Spec War/EOD/Diver ECM	MMCM(EOD) Brooks	(703) 614-6854	224-6854
n132d8	CT/Frgn Lang ECM	CDR Slattery	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACS(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICM Harris	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Scheid	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCM(AW) Jewell	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM Woodcock	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM Hinkle	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCS(SW) Estes	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	CDR Richards	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETC(SS) Hohensee	(703) 614-6851	224-6851
n132d9b	Asst Sub Pers ECM	ET1(SS) Green	(703) 693-6997	223-6997
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCM(AW) Jenkins	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Richey	(703) 614-6646	224-6646
n132d11a	Asst TAR Aviation ECM	YNCS Jenkins	(703) 614-6864	224-6864
n132d12	TAR Surface ECM	CDR Barry	(703) 695-3905	225-3905
n132d12a	Asst TAR Surface ECM	YN1(SW/AW) Monagan	(703) 695-3891	225-3891

n132d13	HM/DT/DAPA ECM	CAPT Senn	(703) 695-3869	225-3869
n132d13a	Asst HM/DT/DAPA ECM	DTCM(SW) Sorensen	(703) 695-3865	225-3865
n132d13b	Asst HM/DT/DAPA ECM	HMC Foltz	(703) 695-3871	225-3871
n132d13c	Asst HM/DT/DAPA ECM	HMC(FMF) Calise	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Rhoades	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Spruill	(703) 614-6850	224-6850
n132d15a	Asst Supply ECM	LT Beale	(703) 614-6649	224-6649
n132d15b	Asst Supply ECM	MSCM(SS) Bullock	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	SKCS Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	LCDR Gibbs	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	CAPT Saia	(703) 693-1227	223-1227
n132d17a	Asst Intel Specialist ECM	LCDR Bray	(703) 614-4918	224-4918
n132d17b	Asst Intel Specialist ECM	ISCM(AW) Bennett	(703) 693-1226	223-1226
n132e	Section Head, Quota Management Office	LCDR Rafter	(703) 695-6431	225-6431
n132e11	NTQMS Analyst	Mr. Erdmann	(703) 695-3982	225-3982
n132e14	NEC Data Entry	Ms. Herndon	(703) 695-8665	225-8665
n132e2	Lead Planner	LT Pompey	(703) 695-3770	225-3770
n132e3	"A" School Program Manager	Mr. Olaes	(703) 695-3953	225-3953
n132e5	"C" School Program Manager	YNCS(AW) Birdsell	(703) 695-3957	225-3957
n132e7	Other Service School Program Manager	MGYSGT Edwards	(703) 693-2334	223-2334
n133d	Nuc Program ECM	CDR Dave Ratte	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Price	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

## **Enlisted Assignment Division (PERS-40)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p40	Director, Enlisted Assignment Div.	CAPT Rea	(901) 874-3539	882-3539
p40b	Dep. Director, Enlisted Assignment Div.	CDR Zaperach	(901) 874-3539	882-3539
p40bb	Special Asst, Director Enlisted Assignments	LCDR Herrington	(901) 874-3539	882-3539
p40cc	Entitlements	PN2 Gladstone	(901) 874-3539	882-3539
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. C. Brown	(901) 874-3545	882-3545
p40f	Command Master Chief Detailer	EMCM(AW/SW/SS) Weir	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3299	882-3299

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

## **NPC Miscellaneous**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00xcB	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3316	882-3316
p312	Head, Information Assistance Branch	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Lintala	(901) 874-3414	882-3414
p32b	Selection Board Support	LCDR Cherry	(901) 874-3225	882-3225
p321	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3225	882-3225
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p451d2	Overseas Tour Extensions Incentives	YN2 Johnson	(901) 874-4145	882-4145
p451d3	Sea/Shore Duty Commencement Date	Ms. Weeden	(901) 874-4185	882-4185

p455e	BUPERS Access Technical Support (Data Personal Acct/New User)	1-800-346-0217	(901) 874-3486	882-3486
	BUPERS Access (Data Command Rep)	1-800-762-8567	(901) 874-2801	882-2801
	Interactive voice Response (IVR)		(901) 874-2820	882-2820
			1-800-951-NAVY	
p814	Head, Enl. Favorable Seps/Reenl Mgmt.	PNC(SW/AW) Lintag	(901) 984-3233	882-3233
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814b	Reenlistment Mgmt. Section Head	Ms. McIver	(901) 874-3234	882-3234
p814b2	High Year Tenure Section LPO	YN1(SS) Manning	(901) 874-3237	882-3237
p814b1a	High Year Tenure Manager	Mr. Cagle	(901) 874-3269	882-3269
p814d1	Encore, Extension request/cancellation	Ms. Lee	(901) 874-3238	882-3238
p815	Head, Reenlistment Incentives Branch	LCDR Christy	(901) 874-3069	882-3069
p815b	Asst. Head, Reenlistment Incentives	PNC(AW) Long	(901) 874-3205	882-3205
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	YNSN Brooks	(901) 874-3212	882-3212
p815d3a	Forced/Lateral Conversion /STAR	YN3 Smith	(901) 874-3217	882-3217
p815d	SRB Program Manager	YN1 Lopez	(901) 874-3193	882-3193
p815d1	SRB Entitlements	PN1 Jones	(901) 874-3216	882-3216
p815dd	SRB Help Desk	MM1(SS) Ogle	(901) 874-2526	882-2526
p81555	SDAP Section	YN2 Whorton	(901) 874-3207	882-3207
p821	Head, Disability Ret/JIMDU	LTJG Gaston	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PCC(AW) Curry	(901) 874-3201	882-3201
p821b	Supervisor, Military Personnel	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Assistant Branch Head	GMCS(SW) Bell	(901) 874-3187	882-3187
p823b1	Enl. Fleet Reserve Customer Service	Ms. Pamela Reed	(901) 874-3247	882-3247
p823b3	Enl Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YNSA Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p852	Head, Enlisted Advancements Branch	LT Zardeskas-Ashby	(901) 874-3224	882-3224
p852b	Asst. Exam Eligibility	PNC Edwards	(901) 874-3224	882-3224

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

## **Seabees (PERS-401C)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401c	Rating Assignment Officer	CUCM(SCW) Howk	(901) 874-3575	882-3575
p401cc	All E8s & E9s	CUCM(SCW) Howk	(901) 874-3575	882-3575
p401cc1	All E7s	EOCS(SCW) Cason	(901) 874-3575	882-3575
p401cd	CE/UT/MUSE E1-E6	CEC(SCW) Townsend	(901) 874-3575	882-3575
p401cd1	CE/UT/MUSE E1-E6	UTC(SCW) Williams	(901) 874-3575	882-3575
p401ce	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	(901) 874-3575	882-3575
p401ce1	BU/EA/SW E1-E6	BUC(SCW) Kane	(901) 874-3575	882-3575
p401cf	EO/CM/E1-E6/UCT	CMC(SCW) Avery	(901) 874-3575	882-3575
p401cf1	EO/CM E1-E6	EO1(SCW) Rice	(901) 874-3575	882-3575

Fax: DSN 882-2716 or Comm (901) 874-2716.

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## **SEAL/EOD/Divers/SWCC (PERS-401D)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	RMCM(SEAL) Madison	(901) 874-3622	882-3622
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3622	882-3622
p401dc	Fleet Divers	BMCM(SW/MDV) Burgess	(901) 874-3622	882-3622
p401de1	In-service Recruiter	QMCS(SEAL) Edwards	(901) 874-3622	882-3622
p401dh	Schools Coordinator	BM1(DV) Ward	(901) 874-3622	882-3622
p401di	SWCC	ENCS(SWCC) Ferens	(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

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## **Engineering/Hull (PERS-402)**

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402c	Rating Assignment Officer (EM/MM/GS)	LT Parks	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Coleman	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW)Rio	(901) 874-3591	882-3591
p402cd1	EM E6	EMCS(SW) Richardson	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Ehert	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW/AW) Bennett	(901) 874-3607	882-3607
p402cf1	MM E7/ "C" Schools	MMC(SW) Walton	(901) 874-3579	882-3579
p402cf2	MM E1-E4 (PAC)/Avails/ "A" School	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMCS(SW) Manasco	(901) 874-3589	882-3589
p402cf4	MM E1-E4/Avails (LANT)	MM1(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E6	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cg	GS/GSE/GSM E7-E9	GSCS(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E6	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E5	GSMC(SW) Hockensmith	(901) 874-3612	882-3612
p402cg3	GSE/GSM E1-E4/ Schools	GSMC(SW) Hagen	(901) 874-3587	882-3587
p402dc	IC E7-E8	ICC(SW) Salter	(901) 874-3594	882-3594
p402dc1	IC E5-E6	IC1(SW/AW) Cole	(901) 874-3611	882-3611
p402dc2	IC E1-E4	ICC(SW) Buzzard	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW) Harris	(901) 874-3595	882-3595
p402de1	MR/IM/OM/ E1-E5	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de2	MR/IM/OM/E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E1-E5	HTC(SW) Bridges	(901) 874-3597	882-3597
p402dg	EN E7-E9	ENCS(SW) Holden	(901) 874-3613	882-3613
p402dg1	EN E6	ENC(SW) O'Brein	(901) 874-3598	882-3598
p402dg2	EN E5/ "C" Schools	ENC(SW) Davis	(901) 874-3585	882-3585
p402dg3	EN E1-E4/ "A" Schools	ENCM(SW) Spencer	(901) 874-3586	882-3586
p402di	DC E7-E9/ "C" Schools	DCCS(SW) Watterson	(901) 874-3601	882-3601
p402di1	DC E5-E6/ "A" Schools	DCC(SW) Walton	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Miller	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a3	Admin Support	YNSN King	(901) 874-3600	882-3600
p402a4	Admin Support	YNSN Davis	(901) 874-3609	882-3609

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head	CAPT(Sel) Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Culbreath	(901) 874-3623	882-3623
p403c	"C" Shop RAO	EMCM(SS) Beaty	(901) 874-4696	882-4696
p403cb	"C" Shop ARAO	ETCS(SW) Tosten	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Scott	(901) 874-3627	882-3627
p403ce	Nuclear E1-E6/3353/63	ETC(SS) Williams	(901) 874-3645	882-3645
p403cf	Nuclear E1-E6/3354/64	EMC(SS) Spence	(901) 874-3624	882-3624
p403cg	Nuclear E1-E6/3355/65/Welders	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear E1-E6/3356/66	MM1(SS) Wagenschutz	(901) 874-3630	882-3630
p403cj	Nuclear Surface CPO	EMC(SW/AW) Huether	(901) 874-3648	882-3648
p403ck	Nuclear Surface E1-E6 ET/EM	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SW/SS) Kilian	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MM1(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear Surface MM E1-E6/ELT	MMC(SW) Julao	(901) 874-3632	882-3632
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Simmons	(901) 874-4933	882-4933
p403de	MT	MTC(SS) Muir	(901) 874-3649	882-3649
p403df	TM/MM(Weps)	MMC(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTC(SS) Emry	(901) 874-3621	882-3621
p403dl	STS E1-E5	STSC(SS) Grilli	(901) 874-3616	882-3616
p403dm	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Brophy	(901) 874-3643	882-3643
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCS(SS) Otto	(901) 874-3641	882-3641
p403dh	"D" Shop ARAO/STS E6-E9	STSCS(SS) Dawsonia	(901) 874-3646	882-3646
p403ec	14NM/14SM/14IC/14QM (E1-E6)	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	14RM/14EM (E1-E6)	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNC(SS) Fuller	(901) 874-3620	882-3620
p403eg	MS	MSC(SS) Garnsey	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	NAV/COM Accessions & Schools	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	MR. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversion Coord	YN2(SS) Boyle	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

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## Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404c	Rating Assignment Officer (Avionics/Arm)	LCDR(Sel) Bailey	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Collins	(901) 874-3685	882-3685
p404ce	AE E7-E8	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E4 and below/"A" School	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E5-E6	AE1(AW) Melendez	(901) 874-3703	882-3703
p404cf	AV/AF/8300/ATCS/AECS	AVCM(AW/NAC) Thompson	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
p404cr1	AO E5 and below	AOC(AW) Saintamour	(901) 874-3665	882-3665
p404cr2	AO E6	AOCS(AW) Lynch	(901) 874-3704	882-3704
p404cr3	AO "A" School	AO1(AW) Rivera	(901) 874-4957	882-4957

p404ct	AT E4 and below	AT1(AW) Garrison	(901) 874-3701	882-3701
p404ct1	AT "A & C" School	ATC(AW) Lariviere	(901) 874-3659	882-3659
p404ct3	AT E7	ATC(AW) Miller	(901) 874-3683	882-3683
p404ct4	AT E4 and below	ATC(AW) Doss	(901) 874-3660	882-3660
p404ct5	AT E5-E6	AT1(AW) Giffin	(901) 874-3684	882-3684
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABH1(AW) Ingram	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Claxton	(901) 874-3687	882-3687
p404df	AC	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404df1	AC "A" School	AC1(AW/SW) Butler	(901) 874-3681	882-3681
p404dg	AD E7-E8	ADCS(AW) Otten	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW) Fuller	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Palmer	(901) 874-3693	882-3693
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3670	882-3670
p404dh	AG	AGCS(AW) Biffle	(901) 874-3656	882-3656
p404dj	AS	ASCM(SW/PJ) Clemens	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCM(AW) Spence	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZC(AW) Vyce	(901) 874-3672	882-3672
p404dl	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR	PRCM(AW) Zavada	(901) 874-3690	882-3690
P404dm1	PR AS/PR "A" Schools	PR1(AW) Bryant	(901) 874-3390	882-3390
p404ec	AW (E7 & above)	AWCM(AW/NAC) Fishbein	(901) 874-3673	882-3673
p404ec1	AW (E6 & below)	AWC(AW/SW/NAC) Bethune	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/RM	AVCM(AW/NAC) Olson	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AMS1(AW/NAC) Hoffman	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMS1(AW/NAC) Carswell	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AECS(AW/NAC) Saylor	(901) 874-3676	882-3676
p404ek	AME E1-E7	AMCS(AW) Rippey	(901) 874-3678	882-3678
p404ej	AMS E6-E7/AM E8	AMCS(AW) Donate	(901) 874-3696	882-3696
p404ej1	AMS E5/NDI	AMSC(AW) Sims	(901) 874-3697	882-3697
p404ej2	AMS E1-E4/AMS "A" School	AMSC(AW) Klinger	(901) 874-3677	882-3677
p404el	Aviation New Construction/Decom	ATCS(AW) Fisher	(901) 874-3698	882-3698
p404el1	Aviation New Construction/Decom	AZ2(AW) Ramsey	(901) 874-3679	882-3679
p404em	AMH E5-E7	AMHC(AW) Tennaro	(901) 874-3699	882-3699
p404em2	AMH E1-E4/AMH "A" School	AMHC(AW) Marcille	(901) 874-3680	882-3680
p404a2	Admin Department	YN3 Herrera	(901) 874-3668	882-3668
p404a3	Admin Department	YNSN Nason	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Admin, Deck, Supply (PERS-405)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p405	Branch Head	CDR Ruedi	(901) 874-3711	882-3711
p405c	Admin RAO	LCDR Williams	(901) 874-3709	882-3709
p405d	Deck RAO	LCDR Williams	(901) 874-3712	882-3712
p405e	Supply RAO	LCDR(sel) Belanger	(901) 874-3731	882-3731
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c3	Admin Asst. LPO	YN3 Reynolds	(901) 874-3710	882-3710
p405c5	Admin Asst.	YNSN Kistner	(901) 874-3711	882-3711
p405c4	Admin Asst.	YNSN Leavell	(901) 874-4758	882-4758
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YN1(SW) Smolens	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YN1(SW) Roddy	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405ce	PN E6-E9	PNCM(SW) Hurt	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNC(SW/AW) Southall	(901) 874-3753	882-3753

p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cf	JO & RP	JOCM(SW) Lovato	(901) 874-3752	882-3752
p405cg	NC/LN/DM	LNCS(SW/AW) McAdams	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCS(SW) Lott	(901) 874-3713	882-3713
p405dc1	BM E5-E6 (PAC)	BMC(SW) Heffner	(901) 874-3740	882-3740
p405dc2	BM E5-E6 (LANT)	BMC(SW) Taylor	(901) 874-3739	882-3739
p405dc4	BM E1-E4	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405df	MA E7-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E6 & below	MA1(SW) Driscoll	(901) 874-3750	882-3750
p405dd	SM	SMC(SW/AW) Reese	(901) 874-3726	882-3726
p405de	QM E6-E9	QMCS(SW) Hillebrandt	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Sisung	(901) 874-3727	882-3727
p405ec	MS E8-E9	MSCM(SW/AW) Benoit	(901) 874-3741	882-3741
p405ec1	MS E7 & "C" School	MSCS(SW) Dandridge	(901) 874-3718	882-3718
p405ec2	MS E6	MSC(SW) Borozck	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Sanares	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Hill	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Shore	MSC(SW) Bowles	(901) 874-3717	882-3717
p405ec6	MS E1-E4 Sea & "A" School	MSC(AW) Collins	(901) 874-3715	882-3716
p405ed	SH E6-E9	SHCM(SW) Lara	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SH1(SW) Flores	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SHC(SW) Harry	(901) 874-3744	882-3744
p405fc	SK E8-E9	SKCS(SW) Dela Cruz	(901) 874-3745	882-3745
p405fc1	SK E7	SKCS(SW/AW) Manipula	(901) 874-3746	882-3746
p405fc4	SK E6	SKC(SW) Acosta	(901) 874-3723	882-3723
p405fc3	SK E5 & "C" School	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc5	SK E1-E4 & "A" School	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	AK E6-E9	AKCM(AW) Person	(901) 874-3724	882-3724
p405fd1	AK E5	AKC(AW) Nwosu	(901) 874-3748	882-3748
p405fd2	AK E1-E4 & "A" School	AK1(AW) Mina	(901) 874-3747	882-3747
p405ee	PC/LI	PCCS(SW) Collins	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Denina	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Parran	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Technical (PERS-406)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3779	882-3779
p406c/d	Rating Assignment Officer	LT Weiss	(901) 874-3769	882-3769
p406e	Rating Assignment Officer	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E1-E6 (LANT)	FCC(SW) Sylves	(901) 874-3763	882-3763
p406cf2	FC E1-E6 (PAC)	FCC(SW) Spinney	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cg	GM E7-E9	GMCS(SW) Hughes	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMC(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCM(SW) Gosnell	(901) 874-3788	882-3788
p406cq1	OS E5/E6 (PAC)	OSCM(SW) Pritchard	(901) 874-3211	882-3211
p406cq2	OS E1-E4	OSCS(SW) Otty	(901) 874-3789	882-3789
p406cq3	OS E5 (LANT)	OS1(SW) White	(901) 874-3776	882-3776
p406cq4	OS E6 (LANT)	OSC(SW/AW) Etzel	(901) 874-3758	882-3758
p406cq5	OS Schools Coordinator	OS1(SW) Caldwell	(901) 874-3789	882-3789
p406de	ET E7-E9	ETCS(SW) Pavelec	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW) Linsten	(901) 874-3795	882-3795
p406de2	ET E1-E6 (LANT)	ETC(SW) Patrick	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Evans	(901) 874-3770	882-3770

p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Wade	(901) 874-3771	882-3771
p406de5	ET Training/ "A" School	ETC(SW) Pierce	(901) 874-3768	882-3768
p406dr	IT E7-E9	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5-E6 (LANT)	ITC(SW/AW) Malone	(901) 874-3765	882-3765
p406dr3	IT E5-E6 (PAC)	ITC(SW) Jubb	(901) 874-3793	882-3793
p406dr4	IT E5-E6 (PAC)	ITC(SW) Steinberg	(901) 874-3767	882-3767
p406dr5	IT E5-E6 (LANT)	ITCS(SW) Arthur	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)/ "C" School	ITC(SW) Jones	(901) 874-3784	882-3784
p406dr7	IT E1-E4 (LANT)/ "A" School	IT1(SW) Celestine	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STG1(SW) Calvillo	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Scott	(901) 874-3774	882-3774
p406a	Admin Support	YN3 Lyons	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN2(SW) Roberts	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Medical/Dental (PERS-407)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p407	Branch Head	LCDR Gonzales	(901) 874-3808	882-3808
p407c	RAO	LT Lane	(901) 874-3816	882-3816
p407cb1	Leading HM Detailer, E9 Sea/Shore	HMCM(SS) Sanderson	(901) 874-3806	882-3806
p407cd	DT E7-E9, DT 8708, Leading DT Detailer	DTCM(SW/AW) Edmiston	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 32, 53, 65	DTC(FMF) Jones	(901) 874-3805	882-3805
p407cd2	DT E4 & below, DT 8752, 83	DT1(SW) Anderson	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 83, 86, 89, 8541	HMC(FMF) Weatrowski	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMC(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Boss	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HMC(SW/FMF) Maniece	(901) 874-3809	882-3809
p407ck1	HM "A" School	HM1(FMF) Hankins	(901) 874-3812	882-3812
p407cm	HM E4 & below Sea (8404/0000)	HMC(FMF) Adams	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HMC Haag	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC(FMF) Willis	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 72, 82	HMC(FMF) Spencer	(901) 874-3802	882-3802
p407cr	HM 8434, 95, 96, 8503, 05, 06	HMC Fuston	(901) 874-3814	882-3814
p407ct	HM 8454, 63, 66, 67, 78, 79, 85	HMC(FMF) Dwyer	(901) 874-3803	882-3803
p401de2	HM 8491, 92	Vacant	(901) 874-3622	882-3622

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **CT/IS/EW (PERS-408)**

<b><u>E-mail</u></b>	<b><u>Title</u></b>	<b><u>Incumbent</u></b>	<b><u>Commercial</u></b>	<b><u>DSN</u></b>
p408	Branch Head	LCDR Knowles	(901) 874-3842	882-3842
p408c	RAO	CWO2 Morris	(901) 874-3842	882-3842
p408cb	Office Manager	CTACM Wilson	(901) 874-3842	882-3842
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842	882-3842
p408cd	IS E6 & above	ISCS(AW) McNeil	(901) 874-3842	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Finnerty	(901) 874-3842	882-3842
p408cj1	T Branch	CTTC Rogers	(901) 874-3842	882-3842
p408ck	A Branch	CTACS(SW) Apa	(901) 874-3842	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Warrick	(901) 874-3842	882-3842

p408cf1	M Branch E5 & below	CTMC(SW) Clarke	(901) 874-3842	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Joyce	(901) 874-3842	882-3842
p408ch	R Branch E6 & above	CTRC(SW) Henderson	(901) 874-3842	882-3842
p408ch1	R Branch E5 & below	CTRC(SW/AW) Williams	(901) 874-3842	882-3842
p408ce	I Branch E6 & above	CTIC(NAC) Loomer	(901) 874-3842	882-3842
p408ce1	I Branch E5 & below	CTIC(SG) Murphy	(901) 874-3842	882-3842
p408cl	EW E6 & above	EWCM(SW/AW) Bower	(901) 874-3842	882-3842
p408cl1	EW E5 & below	EW1(SW) Thurman	(901) 874-3842	882-3842

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	LCDR Johnson	(901) 874-3852	882-3852
p409a	Admin Supervisor	YN2(SW) Ramsey	(901) 874-3859	882-3859
p409cd	LCPO	FCCS(SW) Wells	(901) 874-3849	882-3849
p409cd1	New Con. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd2	New Con. Detailer	AZ1(AW) Ross	(901) 874-3846	882-3846
p409cd3	New Con. Assistant	YN2 Parmer	(901) 874-3844	882-3844
p409cd4	New Con Detailer/LCAC	GSEC(SW) Luther	(901) 874-3845	882-3845
p409cd5	New Con Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409dc	Head Sea Placement Section	PNC(AW) Villamento	(901) 874-3857	882-3857
p409dc2	Homeport Change	IT1(SW) Smith	(901) 874-3851	882-3851
p409dc3	Decommissions	SK2(SW) Sam	(901) 874-3855	882-3855
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850
p409de2	Shore Disestablishments/Asst. Women in Ships	PN2(SW) Barnhart	(901) 874-3856	882-3856

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LT Kronzer	(901) 874-3451	882-3451
p4010b	RAO Special Programs	OSCM(SW) Williams	(901) 874-3775	882-3775
p4010a3	Admin Supervisor	YN2 Rickard	(901) 874-3867	882-3867
p4010a	Admin Asst.	YN3 Reeves	(901) 874-3860	882-3860
p4010c	Career Recruiter Force	NCCS(SW) Rabung	(901) 874-3868	882-3868
p4010c1	Recruiter E7-E8	BMC(SW) Edwards	(901) 874-3877	882-3877
p4010c2	Recruiter E6	PN1(AW) Tan	(901) 874-3861	882-3861
p4010g1	Recruiter E4-E5	YN2(AW) Duvall	(901) 874-3879	882-3879
p4010d	RDC/MEPS/ Naval Academy Company Chiefs/ FAST/USS CONSTITUTION/ USS ARIZONA Memorial	GMCS(SW) Noell	(901) 874-3878	882-3878
p4010d1	EOP/NAVLEAD/CAAC	GMC(SW) Arguello	(901) 874-3862	882-3862
p4010d2	Brig/CCU/NACU/SERE/Women Ashore	GMG1(SW) Cordero	(901) 874-3869	882-3869
p4010e	Physical Security	PN1(FMF) Francisco	(901) 874-3863	882-3863
p4010e1	Physical Security	YN2(SW) Felton	(901) 874-3870	882-3870
p4010f	Major Washington Staff	YNC(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN2(SW) Kingston	(901) 874-3886	882-3886
P4010f2	Flag Mess/Enlisted Aide	MSC(SW) Marsh	(901) 874-3871	882-3871
p4010g	Joint Area Placement Staffs/MAAGS Mission/NATO/PEP	YNC(SW/AW) Williams	(901) 874-3872	882-3872

p4010k	Enlisted to Officer Order Writer	PN1(SW/AW) Hibbs	(901) 874-3874	882-3874
p4010s	Asst Branch Hd/RAO, Fleet "A" School	LT Bernard	(901) 874-3864	882-3864
p4010s2	LPO/1306 Fleet Request/AEF/ATF	PNC(SW) Christiansen	(901) 874-3873	882-3873
p4010s5	"A" School RAPO/NP1306 Fleet Request	PN1(AW) Jacinto	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School/IT quotas	YN2 Gordon	(901) 874-3884	882-3884
p4010s7	1306 Fleet "A" School Requests	MS2 Reed	(901) 974-3865	882-3865
p4010a1	"A" School RAPO/Conversions	YN2(AW) Benn	(901) 874-3883	882-3883

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **Musician (PERS-64)**

<u><b>E-mail</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT R. Bailey	(901) 874-4317	882-4317
p64d	Detailer	MUCM McIntyre	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## **TAR**

<u><b>Code</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
N4	Director	CDR Lindberg	(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO	PNCM(SW) Pennington	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sievers	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMHC(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATCS(AW) Malenky	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNC(SW) Cheves	(504) 678-6207	678-6207
N414	YN	YNCS(SW/AW) Doolin	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Hassen	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWCS(AW/NAC) Lee	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	HTC(SW) Pellinen	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	ITC Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1(AW) Shank	(504) 678-6210	678-6210
N420	School Quotas/TAD Clerk	YN1(AW) Cobb	(504) 678-1217	678-1217
N426	CANREC/CRF	NCC Washington	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

## **Enlisted Placement Management Center (EPMAC)**

<u><b>E-mail</b></u>	<u><b>Title</b></u>	<u><b>Incumbent</b></u>	<u><b>Commercial</b></u>	<u><b>DSN</b></u>
ep40	Commanding Officer	CAPT Conn	(504) 678-1470	678-1470
ep40a	Executive Officer	CDR Powell	(504) 678-1470	678-1470
ep47	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Budget/Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	Adm. Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
ep472	Dir. Assign/Imm Avails	PNC(SW/AW) Williams	(504) 678-1722	678-1722
ep471a	Lead Detailer Assign Div	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom Det	PN2 Elwood	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	AE2(AW) Jefferies	(504) 678-1420	678-1420
ep471g	AN Detailer	SN Hamilton	(504) 678-5732	678-5732



ep471h	SN Detailer	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer	YN3 Morrison	(504) 678-1749	678-1749
ep472b	Imm Avail Con. Processor	EN2(SW) Hunt	(504) 678-1588	678-1588
ep472c	SN/FN/AN Detailer	IT3 Foster	(504) 678-6204	678-6204
ep472d	SN/FN/AN Sub Detailer	EN2(SW) Hunt	(504) 678-5267	678-5267
ep472e	SN/FN/AN Sub Detailer	SN Taylor	(504) 678-6772	678-6772
ep472f	SN/FN/AN Detailer	SN Mostafavi	(504) 678-1720	678-1720

Fax: DSN 678-1122 or Comm (504) 678-1122.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

## FY01 Selection Board Schedule

<u>Board #</u>	<u>Title</u>	<u>Convene</u>	<u>Adjourn</u>
210	Reserve E8-E9	31 Jan 00	18 Feb 00
215	Active LDO/CWO Inservice Procurement	31 Jan 00	18 Feb 00
245	Active E9	22 Feb 00	14 Mar 00
251	Active E8	8 Mar 00	5 Apr 00
295	Reserve LDO/CWO Inservice Procurement	1 May 00	5 May 00
305	NJROTC	1 May 00	5 May 00
375	CMC Selection #2	19 Jun 00	23 Jun 99
380	Senior Enlisted Academy #2	26 Jun 00	28 Jun 00
395	Active E7	6 Jul 00	31 Jul 00
400	Reserve E7	5 Jun 00	23 Jun 00
455	Seaman to Admiral	18 Sep 00	29 Sep 00

**The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Page at <http://www.bupers.navy.mil>.**

**You'll also find *Questions From the Fleet*, *Selection Board Images*, a link to the *Retention Center On Line* and *Other Selection Board/ Advancement Information*.**

*PERS-32 Selection Board Support*

To send mail to NPC in Millington, use the address below.  
Be sure to include the PERS Code in line three of the address  
and the PERS + 4 Zip code. The codes are available on the  
NPC/BUPERS Home Page at:  
<http://www.bupers.navy.mil>

DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
PERS \_\_\_\_  
5720 INTEGRITY DR  
MILLINGTON TN 38055-\_\_\_\_\_

**PLAD: COMNAVPERSCOM MILLINGTON TN/PERS\_\_\_\_\_**

## Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information and Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

NAVY PERSONNEL COMMAND  
PERS-313C  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-3130

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.  
Your signature is required for each request.

# *The Back Page*

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

<b>If your PRD is:</b>	<b>Begin negotiations the <u>first</u> week of:</b>	<b>You must be under orders by the <u>last</u> week of:</b>
<b>October 2000</b>	January 2000	March 2000
<b>November 2000</b>	February 2000	April 2000
<b>December 2000</b>	March 2000	May 2000
<b>January 2001</b>	April 2000	June 2000

<b><u>PRD:</u></b>	<b><u>REQS:</u></b>	<b><u>AM/PM Detailing</u></b>
<b>October 2000</b>	Jan 11 & 25 Feb 8 & 23 Mar 7 & 28	Jan 12 & 26 Feb 9 & 24 Mar 8 & 29
<b>November 2000</b>	Feb 8 & 23 Mar 7 & 28 Apr 11 & 25	Feb 9 & 24 Mar 8 & 29 Apr 12 & 26
<b>December 2000</b>	Mar 7 & 28 Apr 11 & 25 May 9 & 23	Mar 8 & 29 Apr 12 & 26 May 10 & 24

You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.